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November 1, 1933. Morning Translation.

LABOUR.

Sin Wen Pao and other local newspapers:

LABOUR SITUATION IN THE SHANGHAI POWER COMPANY.

On the advice of the 4th District Waterworks & Electricity Trade Workers Union, the distribution workers of the new plant of the Shanghai Power Company have been maintaining the distribution of electricity and have not yet joined the "go-slow" strike. But work in various other departments has already been suspended.

It is learned that the Shanghai Power Company has engaged white Russians to replace the "go-slow" strikers, but their number is not sufficient to carry on operations and in view of the fact that many subscribers are applying for the installation of electric stoves for the approaching cold weather, the management on the morning of October 30 detailed a number of Chinese and foreign engineers to call at the dwelling houses of the strikers, and force the latter to accompany them in motor cars to the plants to resume work. Yesterday morning, the management further detailed their engineers with the assistance of armed policemen and detectives to force some 30 more strikers to resume work.

It is reported that about 50 workers have been forcibly pulled to the plants. Yih Sun-chuan, Ghu Shih-soong and several others who escaped from the plants yesterday stated that as soon as the workers had been pulled to the plants, the management forced them to work. As the Company had not yet expressed its willingness to accept the demands of the strikers, the workers refused to work and maintained their "go-slow" strike.

At 3 p.m. yesterday, Lee Jen-tso, a delegate of the People's Movement Committee of the Central Kuomintang Headquarters, called at the General Labour Union to discuss the dispute with Shao Shu-bah (邵虚白), member of the Executive Committee of the Union. As his investigations into the circumstances surrounding the trouble were complete, Lee Jen-tso returned to Nanking by night express yesterday to report on the result of his investigations.

At an emergency meeting held at 8 p.m. October 30 by Chaozhow Fellow Provincials Association, the Shaoshing Fellow Provincials Association and some 20 other bodies in the Ningpo Fellow Provincials Association on Thibet Road, it was resolved to detail Cheng Tseng-cheu (鄭正秋), Soong Shih-hsiang (宋士驤), Chen Dah-fong (陳大枫) and Toong Hsin-gin (董心黎) to call at the Shanghai Municipal Council on the morning of November 2 (Thursday) and demand that the Shanghai Power Company be instructed to devise ways and means of effecting an early settlement of the dispute, thereby preventing inconvenience to the public.

With a view to making the public understand the circumstances attending the dispute, the Shanghai General Labour Union has edited and printed a book

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entitled "The Report on the Labour Trouble in the Shanghai Power Company" to be distributed to the various public bodies. Any one desiring a copy may apply to the General Labour Union on Foh Yeu Road, Nantao.

Min Pao publishes the following brief comment :

It is an offence for a prostitute to accost men in the streets and if she is arrested by a policeman she is sent to court and the judge imposes a fine. At the time when militarists were in power, they literally forced men to become soldiers, but no objection was raised by the people who were afraid to speak although they hated these methods.

During the present labour dispute in the Shanghai Power Company, the company is taking workers from their homes and forcing them to work.

For a prostitute to accost people in the streets, for the militarists to compel men to become soldiers, and for the S.P.C. to compel men to work, all these are offences against the liberty of the people. There are laws governing punishment for these offences and these laws should be executed.

TRANSLATION OF A PAMPHLET PUBLISHED BY THE SHANGHAI GENERAL LABOUR UNION RE THE STRIKE OF WORKMEN IN THE EMPLOY OF THE SHANGHAI POWER COMPANY.

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CIRCUMSTANCES LEADING TO THE STRIKE.

After taking over the Electricity Department of the Shanghai Municipal Council, the Shanghai Power Company immediately devised measures to increase the electricity charges and to dismiss long-service and meritorious workers with a view to detaining the pensions which had been provided by the S.M.C. It is estimated that about 400 workers have been dismissed.

The entire body of hands became panic-stricken and commenced the organisation of a labour union which was formally inaugurated on July 25 last year. Reasonable demands that no dismissal of workers be made without cause and that the pensions be not detained were submitted to the management and rejected by it. In the meantime, the dismissal of hands continued. Van Lih-zung, a member of the Standing Committee of the Union, was discharged.

When the demands made by representatives of the workers were rejected and the discussions between the foremen of the new and the old plants and Mr. Heald, Secretary-General of the Company, ended in failure, the hands became angry and suggested that a strike to cope with the situation be called.

In view of the fact that the electricity supply is a public utility and that the suspension of the service for even one day would greatly affect the community, we did our utmost to avert a strike. Later, the Union submitted a petition to the local Tangpu and other political organs requesting them to detail officials to mediate. The workers of various departments then made a written request to the Company to accept the offer of mediation, but the request was rejected.

In July this year, a "go-slow" strike broke out when the Company refused to pay the pension of a foreman named Yang Ah-chop of the new plant, but work was eventually resumed on the advice of the General Labour Union. On July 3

the workers despatched 4 representatives named Nyi Wen-fu, Pan Kan-ling, Chen Pao-kan and Chang Zai-sun to submit once more the lawful demands to the Company but instead of accepting them, the Company dismissed four men on the 5th. This action increased the anger of the entire body of workers and was the cause of the strike.

Chu Hsueh-van and Shao Hsu-bah, two Committee members, then requested Messrs. Yuan Lee-tung, Zee Hsin-loh and Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, to make suggestions.

In September the Company dismissed three more workers named Sih Ah-pao, Tai Zung-han and Ying Ping-kan of the new plant. Negotiations over these dismissals were opened by the foremen of the plant with Mr. "Elmer", the Managing-Director, but without result.

The entire body of workers could not tolerate this any longer and went on a "go-slow" strike from September 29. Thus, the labour trouble which had been brewing for more than one year finally broke owing to incessant acts of oppressions of workers on the part of the Company.

A TELEGRAM TO THE CENTRAL AUTHORITIES TO DETAIL OFFICIALS TO SHANGHAI TO CONTROL THE DISPUTE.

The General Labour Union on October 4 sent the following telegram to the People's Movement Direction Committee of the Central Kuomintang Headquarters at Nanking:-

"About several hundred Chinese workers of the Shanghai Power Company have been dismissed by the management on divers dates and pensions of workers provided by the S.M.C. have been detained. The workers have requested the Chinese members of the S.M.C., the local Tangpu and other political organs to offer suggestions, but owing to the obstinate attitude of the management, the disputes existing between the employers and the workers have remained unsettled.

"The management recently dismissed 3 workers on false accusations, and the workers of the new plant, being out of patience, went on a "go-slow" strike from September 29. The stubborn attitude of the management caused the hands of the old plant to join the movement from October 2.

"In view of the fact that the electricity supply has an important connection with the community, we instructed the workers to maintain the distribution of electricity with a view to preventing untoward incidents.

"We hereby request you to detail officials to Shanghai immediately to devise measures to put an end to the dispute with the co-operation of the local Tangpu and other political organs."

GENERAL LABOUR UNION'S INSTRUCTIONS TO WORKERS.

"Unable to bear the intolerable oppression of workers by the Shanghai Power Company, the entire body of workers went on a "go-slow" strike. The strikers who have some consideration for the peace and order in the community are maintaining the distribution of electricity.

"According to a report from the workers Union, the 3 shifts of workers operating the distribution of electricity have repeatedly requested permission to join the movement.

"It is true that the distribution workers are willing to act in concert because their hardships have become greater day by day. Should the distribution of electricity be stopped for one day, terror would reign in the community and it is probable that other incidents might arise.

"Apart from requesting the Central authorities, the local Tangpu and other political organs to devise ways and means immediately to cope with the dispute with a view to bringing about an early settlement, we hereby instruct the workers Union to notify the distribution workers not to

stop the distribution of electricity unless they were compelled to do so."

LOCAL PUBLIC BODIES ENTERTAINED.

The General Labour Union gave an entertainment on the evening of October 8 to about 60 leaders of various public bodies, including Wong Shao-lai of the Shanghai Chinese Chamber of Commerce, Ling Kong-han of the Bankers Association, Dao Loh-ging of the Chinese Ratepayers Association, Chang Ts-lie of the Nanking Road Street Union, Loh Pah-hoong of the Nantao Tramway Company, Liu Hoong-sung, an industrial magnate, Wong Tien-pang and Wu Han-ts of the newspaper circles, etc.

Chu Hsueh-van, who presided, reported that at the beginning of the trouble, local Tangpu and other political organs and Mr. Jones, Secretary of the S.M.C., had attempted to mediate, but without result, owing to the firm attitude adopted by the Company. Since the taking over of the premises by the Shanghai Power Company, about 400 hands have been dismissed. It is recalled that the Power Company when controlled by the S.M.C. seldom dismissed its employees, but general dismissals for trivial offences are now the order of the day. Recently, the dismissal of three hands without sufficient cause, incited the other employees to strike. Owing to the obstinate attitude of the management, the strike has reached its present magnitude. The workers are willing to make concessions in order to prevent the trouble from increasing, and causing serious inconvenience to the public. The leaders are expected to submit proposals which will be accepted by the General Labour Union and will be the means of ending the dispute at an early date.

Ling Kong-han of the Bankers Association in submitting his views about the present labour dispute stated that the public must first acertain the "sincerity" of the management in conducting negotiations. If the management is at fault,

Chinese directors and shareholders should withdraw their interests from the Shanghai Power Company in order to safeguard the rights of Chinese labourers.

Ou Tse-hou stated that without unity no person can exist and that it is not reliable to depend upon others. He expresses the hope that various bodies would unite and render energetic support to the oppressed Chinese workers.

Chang Tse-lien, in the course of his statement, states that the Chinese shareholders of the Shanghai Power Company should make some strong expression and that all subscribers and Citizens Federations should adopt an attitude of non-co-operation towards the Company. If a settlement cannot be arrived at, we should cease using electricity as a protest. At the same time, the Chinese ratepayers and Chinese members of the S.M.C. should give voice to their views and not make arrangements with the management in a humble manner.

GENERAL LABOUR UNION'S REPORT TO THE PUBLIC.

After the Shanghai Power Company took over the Electricity Department of the S.M.C., the Company, being anxious to amass wealth, and relying on the monopoly, planned to increase the electricity charges. It began also to dismiss long-service and meritorious workers. It is estimated that about 400 hands have been dismissed.

The Electricity Department of the S.M.C. adopted methods to encourage workers to remain at their duties diligently and the agreements which were drawn up by the S.M.C. for the workers when the enterprise was handed over to the Shanghai Power Company were destroyed by the management of the Company. The rights which workers had secured as a result of their merit were ignored. We detailed representatives to open negotiations with the Company and to request the Chinese members of the S.M.C. to mediate, but the representatives were dismissed for opening negotiations and the mediations by the Chinese members of the

S.M.C. had no result. Following upon the unsuccessful interventions by Mr. Jones of the S.M.C. and the representatives of the local Tangpu and other political organs, the workers could not help but declare a "go-slow" strike as a warning to the Shanghai Power Company in a manner that will not affecting the rights of the community.

Instead of changing its obstinate attitude, the management went so far as to close the gates of its factories and declared a lock-out.

We are fully aware that the anger of the oppressed men will result in incidents. We hereby hope that all electricity subscribers who have the right to supervise a public utility enterprise will rise and uphold justice as a warning to the obstinate management for disregarding the rights of the public and for being too anxious about amassing wealth. Ways and means to effect an immediate settlement of the dispute should be devised and both the Chinese and foreign employees should make every effort to establish a permanent foundation for co-operation.

The Electricity Department of the S.M.C. was in business for about 30 years in the course of which, with the exception of the May 30 Affair, not an incident happened.

The Shanghai Power Company has been in control of the same enterprise for four years during which period no fewer than 10 disputes have arisen and which did not become serious because of the advice given by this Union. The present tense labour situation in the Shanghai Power Company was caused by the management, for had the latter been sincere about effecting a lawful settlement of the dispute during the negotiations by representatives of the workers and the mediation by Messrs. Yuan Lee-tung, Zee Hsih-loh, Chinese members of the S.M.C., and Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, the present situation would not have arisen. On the contrary, the

management not only rejected the negotiations of the workers' representatives but was also ~~xxxxx~~ insincerity towards the mediation by Messrs. Yuan Lee-tung, Zee Hsin-loh, etc.

In the beginning there were no changes in the method of the administration of the Company by the Shanghai Power Company, yet the S.M.C. had operated the undertaking without any disputes, while the Shanghai Power Company has caused the present dispute to become more serious. It is evident that the trouble may also be due to mis-management.

When the plant was run by the S.M.C., any worker who completed 20 years' service was given a superannuation of 5% of the total wages received during the period of his employment. This action of the S.M.C. removed all trouble during the past 20 years.

The present labour trouble arose through the dismissal of workers by the Shanghai Power Company. We admit that the terms of the superannuation fund of the Shanghai Power Company are better than those of the S.M.C., but the Company resorts to the use of "smoke screens" when dismissing workers. The dismissed workers are mostly those who have had several tens of years of service, and the Company brought false accusations against them so as to evade the payment of their superannuation funds. It is planning to dismiss all workers with about 15 years' service so that their superannuation fund might not be paid. The management has been dismissing workers without cause, as can be proved by the dismissal of 120 long-service workers in May last year. The dismissed men were replaced by temporary workers with a view to curtailing the monthly wages bill.

The Company has secured extra revenues from the increase in electricity charges. According to present circumstances, it is not necessary for the Company to submit the proposal of curtailing the expenses and the meritorious

workers should be granted better treatment. For instance, foreign workers, apart from the grant of a long leave, have an annual leave of two weeks to one month, but Chinese workers are not allowed leave. Foreign workers may study without cost, but not Chinese. Foreign workers are given a retiring gratuity of 10% of the total wages received during the period of their employment while the Chinese hands have a superannuation of 5% only the payment of which the management has been planning to refuse. Apart from the General Manager, about 200 foreign employees have been engaged and the total pay roll is $200,000 whilst the number of Chinese employees employed is estimated at about 2,500 and the total pay is $90,000.

Being avaricious, the Company has dismissed experienced hands with long service and replaced them with new hands at a cheaper scale of wages. There is no questioning the fact that ability in the service is at a discount, and in consequence of this, all the subscribers will suffer. If, unfortunately, the refusal of the Company to comply with the lawful and just demands causes untoward incidents, the subscribers and the community would be seriously affected.

For the sake of the subscribers and the community, we have exerted every effort to advise the workers that the hands of the Distribution Department are not to go on a "tai-kung" or strike, and that they are to make concessions in their demands so that the hope of this Union for an early settlement of the dispute may be realized immediately.

The demands of the workers are as follows:-

1. That any employee having completed one year's service upon being discharged by the Company should be given a retiring gratuity equivalent to 3 months' pay and a superannuation of 5% of the total wages received during the period of his employment (all benefits to be forfeited if the employee is convicted of a crime by the Court).

2. That the Rules governing the dismissal of Chinese employees be clearly stated.

3. That a yearly bonus equivalent to one month's pay be granted at every year-end to those employees having one year's service with the Company.

4. That with regard to the 400 hands who were dismissed without cause or discharged by the Company, seven be reinstated.

5. That wages for the period of the "go-slow" strike be paid.

According to the representatives of this Union, the above demands are reasonable. With a view to respecting the rights of the public, this Union requires only a legal settlement of the dispute and will endeavour to persuade the employees not to take the law into their own hands.

GENERAL LABOUR UNION'S MANIFESTO.

We realize that the electricity supply is a public utility which is of great importance to the community. We have advised the workers to maintain the distribution of electricity in order that the subscribers may not be affected and have made a detailed report to the public asking for a fair trial.

Recently, the Company has engaged a large number of white Russians to replace the Chinese workers on strike. Such action aggravates the strikers, and it is evident that the Company does not intend to settle the dispute. Should the dispute remain unsettled, it is to be expected that untoward incidents will occur which will affect the prosperity and peace of the public.

The present dispute arose through the dismissal by the management of 3 workers, but many dismissals and the refusal of the Company to pay just gratuities during the past few years have induced the workers to adopt a firm attitude.

Since the electricity supply is an enterprise closely connected with the prosperity of the public and peace and order in the community, we should settle the dispute, thereby preventing the outbreak of more unfortunate incidents. Our efforts have been unsuccessful. We ask the public to give a just verdict and we will abide by it."

LETTER TO THE MEMBERS OF THE S.M.C.

Fearing that the strike in the Shanghai Power Company might seriously affect the public, this Union has made every effort to settle the trouble. Although representatives of political organisations, such as Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, Mr. Yuan Lee-tung and Mr. Zee Hsin-loh, Chinese members of the S.M.C., have submitted proposals to the Company, the Company refused to accept them and maintained a firm attitude. The Company also paid no heed to the proposals of Mr. Jones, Secretary of your Council which followed the petition of the workers. The workers were obliged to declare a "go-slow" strike as a protest to the Company's actions. The strike took place owing to the Company declaring a lock-out. In accordance with the advice of this Union, the distribution hands are still working and public order has not been affected. We cannot guarantee that distribution will be maintained. Therefore, this Union held a conference with leaders of the society and asked them to preserve peace and order. Up to the present, the Company has no definite policy and has done nothing except publish a letter containing false statements. There can be no doubt that the Company intends to ignore the advice of this Union. As the Council is responsible for maintaining peace in the Municipality, you should give your whole attention to the matter, and carefully examine the letter addressed to the various bodies and the reply to the workers of this Union.

This Union has done its utmost to persuade the workers to modify their demands, and should the Company refuse to accept these it is evident that the Company refuses to consider public right and municipal administration.

Your Council for the sake of public peace should advise the head office of the Company in America to change the present management, otherwise besides ignoring the proposals of Mr. Jones, they will also ignore the authority of the Council.

We hope that the Council will help this Union in settling this dispute, and await a reply to this letter.

NOTICE REQUESTING THE SUPPORT OF THE PUBLIC.

Twenty-nine days have already elapsed since the dispute arose in the Shanghai Power Company, which later developed into a labour strike through the oppresive act of the Company in declaring a lockout.

Before the "go-slow" strike took place, our Union had spent six months in seeking ways and means to solve the labour problem of the Company, because the workers had submitted a demand to the Company which if granted would have ensured the protection of their interests. The indiscriminate dismissal of employees had aroused discontent, and the present workers were afraid of meeting the same fate and facing the misery of unemployment.

The object of the present workers' demands is not directly concerned with superannuation. They are struggling to gain security in their livelihoods and interests. It is only just that this security should be gained after twenty years diligent service. The S.M.C. respected the workers' merits in this public utility business, and asked the Company to reward such merit. The former Chief Engineer and concurrently the General Manager of the Company knew full well

that the Chinese workers were deserving of merit and in his written statement to the Board of Directors, he emphasized Article 14 of the workers agreement which states that the security of workers positions and interests would be respected by the Company in the same manner as before. In supporting this statement, the Head Office in America had dispatched a telegram to China promising that the careers of all Chinese workers in the Shanghai Power Company would be protected. Thus we have definite proof that the Chinese workers have already secured the right to the protection of their interest and positions. Now, the present manager of the Company disregards both the promise of the Company in America and the statement of Mr. Aldridge, the former Chief Engineer and General Manager, and has wantonly destroyed the security of the workers' interests. In the first place, some 400 workers were deprived of their livelihood by this management. Lately, four other workers have been dismissed for opening legal negotiations with the Company. Again, three workers have been discharged for discussing the question of the protection of the workers. According to these facts, it is evident that the Company should bear the responsibility of breaking its promise and disregarding the rights of the workers. The workers did not go on strike without sufficient reason, because it was only after the Chamber of Commerce, the local official and Kuomintang organ, the Chinese members of the S.M.C. and Mr. Jones of the S.M.C. had failed to find a remedy for the trouble, that the workers commenced a "go-slow" strike to serve as a warning to the Company. The Company must not forget that several proposals were submitted beforehand, neither did the workers go on strike without first giving reasons. To state that the strikers was instigated by a few ringleaders who hoped to obtain profit from the movement is utterly false. Are the workers foolish enough not to protest when their interests are at stake? The workers

have their own interests to protect therefore the "go-slow" strike is a reasonable movement. The strikers have accepted our advice to maintain the supply of electricity for the public, and we believe that the condition of the workers is a subject for sympathy and that the obstinate attitude of the Company is maintained with a view to prolonging the strike. The Company pays no heed to public welfare and is interested only in private gain, so it ignores the mediations and good wishes of the representatives of the Kuomintang and other political organs, the chairman of the Chamber of Commerce, the Chinese members of the S.M.C., and Mr. Jones, Secretary of the S.M.C. The rejection of the workers demands is entirely unreasonable and the letter addressed by the Company to the public contains many false statements which mislead the public. Furthermore, the Company maintains an autocratic attitude and continues to dismiss workers. This attitude of the Company has prevented our Union from introducing the policy of co-operation between labour and capital and has lowered the prestige of our Union. Our endeavours to mediate in the dispute are unable to change the attitude of the management of the Company. We know full well that this oppression may have serious consequences, so, in future, if the workers indulge in acts which affect the peace and safety of society and inconvenience the subscribers to the Company, the responsibility of having caused the trouble cannot be evaded by the Company.

We know that our prestige has already been destroyed and our efforts are exhausted, so we are forced to repeat our cry for public assistance. We hope that the Kuomintang and political organs, the municipal councillors, and the enthusiastic members of the various public organisations will quickly devise measures to prevent incidents occasioned by the workers forced by circumstances to go to extremes.

Appendix.

The demands of the workers are as follows:-

1. That any employee having completed one year's service upon being discharged by the Company should be given a retiring gratuity equivalent to three months' pay and a superannuation of 8% of the total wages received during the period of his employment (all benefits to be forfeited if the employee is convicted of a crime by the Court).

2. That the Rules governing the dismissal of Chinese employees be clearly stated.

3. That a yearly bonus equivalent to one month's pay be granted at every year-end to those employees having one year's service with the Company.

4. That with regard to the 400 hands who were dismissed without cause or discharged by the Company, seven be reinstated.

5. That wages for the period of the "go-slow" strike be paid.

We hereby give the following explanation for the five demands submitted by the workers:-

In the first place, we have to declare on behalf of the workers that the dispute was not caused by the dismissal of certain workers. The strike arose through the desire of the workers to protect their livelihood and rights in the future. This can be proved by reading demand No. 4 which stipulates that seven persons out of the 400 dismissed workers be granted reinstatement.

Secondly, with a view to helping the management, the workers have abandoned the demand for reinstatement of the 400 dismissed or discharged workers with the exception of seven already mentioned. According to the demand No. 2, the workers express their willingness to observe the rules governing the dismissal of workers by the management for committing offences which consitute violations of the Rules .

This shows that this attitude of the workers is reasonable.

In the third place, the three other demands were based on the Factory Law and the circular procedure of treatment of workers; they cannot be considered unreasonable. In pursuance of the promise "We are anxious to have the employees become members of our body" promulgated by the concern in America, those employees who are considered to have been loyal and faithful to their duties by the Company are to be granted an increase in their superannuation fund and are to be treated like the foreigners.

The letter of Mr. Aldridge, the former manager, addressed to workers is appended.

"Following the purchase of the Electricity Department of the S.M.C. by the Company, I know there will be many workers who fear for their positions. This fear will arise because you do not quite understand the plan of the Board of Directors of the Special Electricity Department and Article 14 of the agreement published by the Board which directs that special attention will be paid to the interests of workers and to the protection of workers positions. All workers will continue to occupy their usual positions. The representatives of the American Power Company assure me that no alteration in the conditions of workers will be made. The Power Company in America has sent a telegram to assure you that no alterations will be made."

The telegram is reproduced as follows:-

"To Mr. Aldridge,

Our International Company hereby welcome you as a member. All our members will protect the interests and positions of the employees of the Shanghai Company. We believe that the new Company in Shanghai will depend greatly on the co-operation of its workers."

Article 14 of the Memorandum of the Special Committee for the sale of the Electricity Department of the S.M.C. provides that the Shanghai Power Company should accept completely the obligations of the S.M.C., such as the payment of annual bonuses, superannuation fund and other rights of both the Chinese and the foreign employees of the Electricity Department and recognise the employment of the employees and no worker be dismissed except for inability, negligence in the execution of duty or other causes as stipulated in the agreement with the S.M.C.

In conclusion, our Union has to state that we have done our best to promote mediation to settle the dispute. Following the strike of the workers, we advised the workers to maintain the distribution of electricity with a view to maintaining public safety and the rights of the subscribers. Of late, we raised funds to assist in providing livelihood for the workers in order that the trouble might not reach serious dimensions and to publish a statement to-day for the information of the public. Hereafter, we shall not publish further statements owing to lack of funds or it may be that we shall have no further opportunity of publishing them.. We hereby request the public to give its support to this just cause.

WORKERS' LETTER ADDRESSED TO THE PUBLIC BODIES.

The 2,000 strikers of the Shanghai Power Company on November 15 issued the following letter addressed to various public bodies refuting the statement published by the management on November 14 in various local newspapers:-

"In its statement, the management declares that the wages of Chinese employees have been increased by 26%. Supposing this be so, the wages of an employee which were $50 formerly will now be $63. But these workers whose pay was $50 formerly are now paid $51 only. Thus we can see

how the Company misleads the public.

It adds that since 1928, the Company has discharged 21.6 per cent of foreign employees and 18.1 per cent of Chinese employees. This shows that the Company has violated the agreement concluded during the handing over of the firm by the S.M.C. and the statement of Mr. Aldridge, the former Chief Engineer and General Manager, about the security of the workers'interests. The management is not sufficiently acquainted with the methods of administering the firm to make progress in the power enterprise.

The measures regarding gratuities are truly better than those adopted by the S.M.C., but to say that the gratuities have already been paid is absolutely absurd because the workers named Vai Lih-zung, Pan Kan-lin, Nyi Wen-fu, Chang Zai-sun and Chen Pao-kan who weree dismissed for opening negotiations with the Company and Ying Ping-kan, Tai Zung-hang and Sih Ah-pao recently discharged without cause have so far not received any retiring gratuities except their wages. More men among the 400 dismissed have not obtained any gratuities to date. Let us ask whether the Company is able to give evidence of the fact that the discharged men have already received the grants.

Some time ago, Vai Lih-zung, Chu Hou-sun, Chang Tseng-min and Nyi Wen-fu represented the workers to open negotiations with the Company, but without result. When they called on the management again and made a second request, Vai Lih-zung was dismissed. The request submitted by the entire body of foremen was also ignored. On July 3 this year, Nyi Wen-fu, Pan Kan-lin, Chang Zai-min and Chen Pao-kan were detailed as representatives to open negotiations with the Company over the question of the payment of superannuation fund. In consequence, these representatives were likewise dismissed. Further requests made by the employees

met with no result.

At the request of the Labour Union, the local Tangpu and other political organs have twice despatched officials to make investigations and to act as mediators in the dispute. But the offer of mediations was not accepted by the management.

Chu Hsueh-van, Shao Hsu-bah and others have requested Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, and Messrs. Yuan Lee-tung and Zee Hsin-loh, Chinese members of the S.M.C., to mediate. The attempt to mediate produced no result through the obstinate attitude of the management.

At the request of 200 workers, Mr. Jones, Secretary of the S.M.C., then called at the Company and offered proposals to settle the dispute, which were also rejected.

The above statement reveals that we have done our utmost to avert the outbreak of the "tai-kung" which was immediately followed by a strike owing to the fact that the Company ordered their gates to be closed and refused admittance to the workers after a "tai-kung" had been declared.

MANIFESTO OF THE 4TH DISTRICT WATERWORKS & ELECTRICITY TRADE WORKERS UNION.

With its huge capital, the Shanghai Power Company bought over the Electricity Department of the S.M.C. and regarded this public utility enterprise as a private organ from which it could secure benefits. Regardless of the economic depression in the community, the Company unhesitatingly introduced its new electric meters, thereby effecting an increase in electricity charges.

Under the pretext of bad business, the Company in June last year dismissed about 130 workers but later

engaged some 100 temporary hands. Obviously, the object of the dismissals was only to deprive the workers of their superannuation fund, and yearly bonuses. Yet the workers were patient and did not argue with the Company.

More oppressive measures were adopted by the imperialistic Company which further dismissed without cause 4 hands in July this year. Relying on its imperialistic influence, the Company rejected the offer of mediation by Messrs. Zee Hsin-loh, Yu Yah-ching and Yuan Lee-tung, Chinese members of the S.M.C., Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, and representatives of the local Tangpu and other political organs. While the Chinese members were submitting other proposals, the obstinate management again dismissed three more workers and refused to agree to the issue of superannuation fund to the workers.

In short, the imperialistic capitalists have regarded the Chinese workers as being of no importance. For the dignity of our nation and the rights of our workers, we will struggle to the bitter end. We earnestly hope that the public will give us their sympathetic assistance.

JOINT MANIFESTO OF THE S.P.C. EMPLOYEES MUTUAL BENEFIT SOCIETY.

Relying on its immense capital and the authority of extraterritoriality, the Shanghai Power Company has monopolized the public utility electric enterprise. It has commenced an increase in electricity charges and violated the rights of our employees. From time to time, the Company attempted to discharge the employees who had been in the employ of the S.M.C. At first about 130 hands of the old plant were unconditionally discharged but owing to the intervention of Lawyer Loo Jeh, the discharged men received a small amount for retiring gratuities. In 1933, about 20 staff members were discharged. The dismissal

of workers never occurred during the administration of the firm by the S.M.C.

With a view to protecting the existence of their own rights, the Workers' Union and the Staff Members Association were organised. Relying on the influence of the imperialists, the Company used force to destroy the organised labour union. 4 representatives of the Union were dismissed for opening negotiations with the management. Some time ago, the Mutual Benefit Society in view of the continuous discharge of employees despatched a letter to the Company requesting it to pay attention to the stipulations of Article 14 of the agreement, but to date, no reply has been given. Later, the employees jointly submitted the demands for the protection of the employees handed over by the Electricity Department of the S.M.C. and an improvement of conditions of employees. These demands were ignored by the management. Recently, the Company dismissed three more men on some pretext and attempted to misappropriate the superannuation of 5% of the total wages. The hands then went on a "go-slow" strike to serve as a warning to the management whereby the latter refused to allow the workers to enter the premises, announced the dismissal of the entire body of workers of the new plant and disregarded the intervention of the Chinese members of the S.M.C., the local Tangpu and other political organs. Therefore, the hands of the two plants were compelled to act in concert. Although the present dispute is between employers and employees, yet it is also a movement to resist the mighty Powers and maintain the existence of justice and the existence of the whole Chinese race. We shall not be overwhelmed by force and hope that the public will give their sympathetic support to the strikers.

4TH DISTRICT WATERWORKS & ELECTRICITY TRADE WORKERS UNION'S LETTER TO THE S.M.C.

Our workers were formerly in the employ of the Electricity Department of the Council. We were given good treatment and there was sincere co-operation between the workers and the employers. Therefore, trouble seldom arose.

Since the purchase of the Department by the Shanghai Power Company, the latter has been making use of this public utility enterprise as a means of enriching a few individuals. The workers are frequently oppressed. Although the Company has been in business for about three years only, over 500 workers have already been dismissed. The workers' benefits formerly given by the Council have all been cancelled by the Company.

In April this year, four workers were unreasonably dismissed. We requested Messrs. Yu Yah-ching, Lee Hsin-loh and Yuan Lee-tung, Chinese members of the S.M.C., and Mr. Wong Shao-lai of the Chinese Chamber of Commerce to mediate, but the Company ignored the mediation. Furthermore, the management of the Company has dismissed two more long-service workers on the ground that they were lazy. Recently a worker was also dismissed after he had applied for three days' leave owing to serious illness. The Company is now refusing to grant a pension to the workers under the pretext that the Company had the right to alter the regulations. All these acts are unreasonable. Therefore, we have reluctantly decided to declare a "go-slow" strike. We shall strictly observe peace and order during the strike and no unlawful action will be taken. As your former employees, we request the Council to render us assistance."

REASONS FOR SUBMITTING THE WORKERS' DEMANDS.

The 4th District Waterworks & Electricity Trade Workers Union has published the following reasons for the five demands submitted by the workers:-

1. That any employee having completed one year's service upon being discharged by the Company be given a retiring gratuity equivalent to three months' pay and a superannuation of 5% of the total wages received during the period of his employment (all benefits to be forfeited if the employee is convicted of a crime by the Court).

The Company must comply with the issue of pensions as arranged by the S.M.C. Refer to Article 14 of the Memorandum of the Special Committee for the sale of the Electricity Department of the S.M.C. Whenever an employee is discharged, his livelihood will be difficult; therefore the Company should grant him retiring gratuities in order to enable him to meet expenses. Such measures have been adopted by other factories and cannot be considered extravagant.

2. That the rules governing the dismissal of Chinese employees be clearly stated and notified to all employees.

Factories have the rules governing promotions, rewards and fines on employees. As the Power Company has dismissed workers of its own accord, we cannot but submit a demand for the enforcement of the rules with a view to averting future disputes.

3. That a yearly bonus equivalent to one month's pay be granted at every year-end to those employees having a full year's service with the Company.

The workers will never be able to save money if they have only sufficient to avoid starvation every month. We cannot help submitting this demand to facilitate the workers to meet their expenses during the Chinese New Year Festival. As to the workers, the bonus received by them for their one year's labour will encourage them to work more diligently. Furthermore, such measures have been adopted especially in Shanghai by various Chinese and foreign factories, such as the Chapei Waterworks & Electricity Plant, the

Nantao Electricity Company and the British-American Tobacco factories.

4. That with regard to the 400 hands who were dismissed without cause or discharged by the Company, seven be reinstated.

Nyi Wen-fu, Pan Kan-lin, Chang Zai-sun and Chen Pao-kan were dismissed for having acted as representatives to open negotiations with the Company over an increase of compassionate grants to a worker named Chow Kan-fah who was killed while on duty. It is absurd to dismiss them.

Tai Zung-hang was dismissed for having left work. Sih Ah-pao was dismissed and alleged by the Company to have voluntarily tendered his resignation when he was unable to call at the plant for an extension of his sick leave due to his serious illness. The employment of Ying Ping-kan was dispensed with by the Company on the grounds that he had slept in the Machinery Room while on duty. The allegations were regarded as untenable, because it was a physical impossibility for any worker to sleep with the machinery in operation. As the reasons for the dismissal of these seven men were not sufficient, they should therefore be reinstated.

5. That wages for the period of the "tai-kung" and the strike be paid.

The dispute arose through the indiscriminate dismissal of workers and the refusal of the issue of pensions by the Company. As the present strike of workers of the Shanghai Power Company has been caused by the refusal of the management to allow the workers to enter the premises, the ~~ink~~ blame should rest with the Company and undoubtedly, the wages of the workers for the period of the "go-slow" strike should also be paid by the Company.

MANIFESTO OF THE CHINESE CHAMBER OF COMMERCE.

In a manifesto, the Shanghai Chinese Chamber of Commerce alleges that the Shanghai Power Company has rejected the lawful mediation of the Chinese official organs, thereby prolonging the trouble. The Chamber expresses its regret that the Company has not considered the importance of co-operation between the employers and the workers in such a public utility enterprise. The manifesto is published to draw the attention of the Company concerned.

CHINESE CHAMBER OF COMMERCE'S LETTER TO THE S.M.C.

Twenty days have passed by since the outbreak of the labour trouble in the Shanghai Power Company. We recognise that strikes are usual occurrences but they ought to be settled either by direct consultation between the employers and employees or by the mediation of a third party. Such methods are usual even in the Chinese owned factories in Shanghai.

The Shanghai Power Company has refused to adopt either course of consultation or mediation by a third party. The Company is only desirous of treating its employees like the lowest coolies and this attitude which is adopted in other civilized countries to settle the labour troubles will not be tolerated in the Far East.

We earnestly hope that the Council would warn and correct the policy now being adopted by the Shanghai Power Company.

CHINESE RATEPAYERS ASSOCIATION'S LETTER TO THE S.M.C.

This Association had protested against the sale of the Electricity Department by your Council, because a public utility enterprise should be controlled by the Municipality of Greater Shanghai, otherwise the public and the workers would be at a disadvantage, if the concern was

administered by a private body aiming at amassing wealth.

At the time when the firm was administered by your Council, the electricity charges were very low. The charges were increased owing to the high cost of coal, but the firm has not lowered the charges as a result of the slump in the price of coal.

According to a certain person familiar with the inner affairs of the Company, the speed of the new electric meters is much higher than that of the old ones. The management's treatment of workers is entirely wrong; it dismisses senior workers of high wages in order to curtail expenses and engages workers from other places. Recently, the Company abolished the grant of gratuities as arranged some time ago by your Council. From 1893 to 1929 when the Electricity Department was conducted by your Council, no labour disputes arose except that arising from the May 30 Incident. But since the taking over of the concern by the Shanghai Power Company, labour disputes have become common. Fortunately, the workers who were in the employ of your Council have been well-trained and are fully aware of the importance of the rights of the public. The hands have endured the fact that they are being intolerably oppressed. Unexpectedly, the Company contrary to the National Recovery Act of President Roosevelt intensified the oppression of the Chinese workers which action might have caused unprecedented incidents.

It is your duty to intervene in the dispute, and the Council should not overlook the rights of the public and shift the responsibility to others. We hereby request your immediate intervention.

CHINESE RATEPAYERS ASSOCIATION'S LETTER TO "GO-SLOW" STRIKE COMMITTEE.

We were informed that the Shanghai Power Company had dismissed without cause the workers employed by the S.M.C. Electricity Department, refused to issue superannuation fund

and rejected the offer of mediation by Messrs. Zee Hsin-loh, Yuan Lee-tung, Chinese members of the S.M.C., and Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce. We regret this contempt for the rights of the workers and for the mediators.

The hands were obliged to go on a "go-slow" strike to serve as a warning to the management whereupon the latter declared a lock-out which undoubtedly aroused the anger of the public.

We hereby hope that the workers will regard the rights of the people and will not follow the actions of the Shanghai Power Company and go to extremes. Apart from despatching a letter to the S.M.C. to make a just settlement, we give you this reply for the information of the workers.

JOINT LETTER OF VARIOUS SHOP-OWNERS ASSOCIATIONS TO S.M.C.

The Dried Goods Shop-owners Association, the Money Exchange Guild, the Sugar Merchants Association, the Vegetable Hong-owners Association and about 20 other trade associations on November 12 sent the following letter to the S.M.C.:-

"Electricity is used by all public utility enterprises and shops. Should a settlement of the trouble in the Shanghai Power Company be delayed, trouble may arise and unrest may be felt among the citizens with a subsequent loss to the commerce. The blame should rest on the Company.

"The Council is a supreme organ established for the benefit of citizens in the International Settlement. It has the right to direct the Shanghai Power Company. It should issue a strict order to the Company to accept the lawful mediations by the Chinese Government."

LETTERS FROM VARIOUS BRANCHES OF DISTRICT CITIZENS FEDERATIONS

The 17th, the 26th and the 29th Brandhes of District Citizens Federation have despatched letters to the S.M.C. and the Shanghai Power Company requesting them to devise

ways and means to bring about an early settlement of the dispute, otherwise the Company should be held to blame if any incidents occur and cause heavy losses to business men.

LETTER FROM VARIOUS FELLOW PROVINCIALS ASSOCIATIONS TO CHINESE MEMBERS OF THE S.M.C.

Owing to the conduct of the management, there have been many labour disputes in the Shanghai Power Company during the past year. The recent strike is the most serious one. The situation is becoming more serious. If the strike continues, untoward incidents may be expected. For this reason, we request you to mediate in the dispute so that the interest of the public may not be endangered and the anxiety of the Chinese workers of the Company may be relieved.

JOINT MANIFESTO OF VARIOUS FELLOW PROVINCIALS ASSOCIATIONS.

The electricity supply is an important public utility and therefore, the electricity enterprises in other countries throughout the world are conducted by the respective governments.

It is only four years since the Electricity Department of the S. M.C. was taken over by the Shanghai Power Company, but owing to the inexperience of the latter concern in administering a public utility enterprise, disputes between the management and the workers have frequently arisen.

Of late, the dismissal of workers and the refusal of the payment of pensions by the management have caused discontent among the workers.

In the present crisis, the workers have expressed their willingness to make concessions yet the management, disregarding the rights of all subscribers, refuses to settle the dispute.

Many members of our associations are subscribers of the Shanghai Power Company and should the distribution of electricity be stopped one day, all the subscribers would

be greatly affected.

We have held meetings to discuss measures to cope with the matter and we resolved to give our support to the workers if necessary. We hereby request all public bodies to submit proposals with a view to settling the dispute and maintaining peace and order in the community.

LETTER OF CONSOLATION TO THE "GO-SLOW" STRIKERS.

You have been at variance with the management of the Shanghai Power Company for about 20 days. The dispute has not been settled owing to the obstinate attitude adopted by the management. However, you have maintained the supply of electric current, which shows that you have considered the interests of the public. We are quite satisfied with your action. Besides requesting the Shanghai First and Second Special Districts Citizens Federations to discuss measures for the settlement of the dispute, we have requested the Chinese members of the S.M.C. to continue their efforts at mediation. We hope you will continue the maintenance of the supply of electricity to the public.

LETTER FROM THE NINGPO FELLOW PROVINCIALS ASSOCIATION TO THE S.M.C.

The Shanghai Power Company has obstinately refused to consider the proposals which would be beneficial to both the Company and the labourers. Such action on the part of the Company aggravates the workers, affects the convenience of all subscribers, and constitutes a disregard of peace and order in the community. The blame should rest with the Company if any untoward incidents occur.

We hereby request you to invite Mr. Jones, Secretary of the Council, to mediate in co-operation with Messrs. Yuan Lee-tung, Wong Shao-lai, Zee Hsin-loh and representatives of the local Tangpu and other political organs. Both the

management and the labourers should be instructed to make concessions so that the dispute might be amicably settled.

LETTER FROM THE CHEKIANG FELLOW PROVINCIALS ASSOCIATION TO THE S.M.C.

According to a report from our members in the International Settlement, the "go-slow" strike in the Shanghai Power Company was caused by the action of the Company in disregarding the conditions of employment of workers and the failure of negotiations with the management. Fortunately, the distribution workers are still observing the order of the Union to maintain the distribution of electricity in order not to affect the peace and order in the community.

The dispute in the Shanghai Power Company has become serious and it is inevitable that a critical situation will ensue and our members will suffer heavy losses.

We hereby request you to instruct both the management and the workers to open negotiations and to bring about an early settlement. Any party which adopts an obstinate attitude cannot evade responsibility for the forthcoming losses.

LETTER FROM THE ZANGCHOW FELLOW PROVINCIALS ASSOCIATION TO THE S.M.C.

Of late, newspapers report that the "go-slow" strike in the Shanghai Power Company arose through the frequent dismissal of workers by the management. Owing to the firm attitude adopted by the management, the labour situation has reached serious dimensions. The question of the entire safety of the community is at stake, and should any untoward incidents occur, the citizens would be indirectly affected.

The Council should pay attention to the matter, otherwise the Council cannot evade responsibility for any

trouble which may arise although the blame should be borne by the Shanghai Power Company.

We hereby request you to order the Company to effect an early settlement of the dispute.

LETTER FROM THE KIANGSU FELLOW PROVINCIALS ASSOCIATION TO THE S.M.C.

Most of our members are subscribers of the Shanghai Power Company. The present "go-slow" strike arose through the bad treatment of workers by the Company, and to date, the dispute which could have been easily settled, has been spreading day by day as a result of the obstinate attitude on the part of the Company.

In consideration of the rights of the subscribers, the workers are still maintaining the distribution of electricity.

The situation has been growing steadily worse owing to the insincerity of the Company, and in the event of the management failing to see reason in the near future, the hands would be compelled to abandon the maintenance of electricity distribution. Consequently, untoward incidents might occur, thereby causing our members to sustain business and other kinds of losses for which the Company should be held to blame.

The Council, being a supervisory organ, is requested to place restrictions on the unreasonable delay in a settlement by the Company so that our members may not be affected.

SUPPORT OF VARIOUS LABOUR UNIONS.

About 100 labour unions, including the Shanghai Postal Workers Union, the Postal Staff Members Union, the 4th District Rolled Tobacco Trade Workers Union, the Dried Goods Trade Workers Union, the 1st District Ordure Coolies Union, the 10th District Cotton Weaving Trade Workers Union, the

4th District Silk Spinning Trade Workers Union, etc. on November 13 issued a joint manifesto emphasizing their support to the strikers.

In a letter dated September 29 to the 4th District Waterworks & Electricity Trade Workers Union, the Postal Workers Union states that the postal workers will support the strikers.

At 2 p.m. October 25, the Shanghai General Labour Union held a meeting at which about 100 persons representing some 70 labour unions were present.

The following resolutions were passed:-

1. That the various labour unions do their utmost to contribute funds to the "go-slow" strikers of the Shanghai Power Company and that a petition be submitted to the General Labour Union to draw up detailed measures governing the collection of the contributions.

2. That the various labour unions issue manifestos concerning the labour trouble in the Shanghai Power Company.

DIARY ON IMPORTANT AFFAIRS.

September 29. The 2,000 workers of the new plant became angry when the negotiations opened yesterday by six foremen with Mr. Elmer, of the plant were rejected. The workers then voluntarily commenced a "go-slow" strike from this morning.

The 4th District Waterworks & Electricity Trade Workers Union immediately submitted a report to the local Tangpu and other political organs, and issued a letter addressed to the workers.

The management issued a circular instructing the strikers to resume work before 2 o'clock in the afternoon, but up to the evening, none of the strikers returned to duty.

September 30. The gate of the new plant was closed by the management. The workers were refused entry to the premises but informed that they had been discharged.

Next morning, the entire body of hands called at the General Office on Kiangsi Road and asked for the payment of pensions, but without result. At noon, representatives were detailed to submit an appeal to the S.M.C. asking for assistance and were received by Mr. Jones, Secretary, and Mr. Ho Tuh-kwei, Associate Secretary of the Council, who informed them that a reply would be given after they had discussed the matter with the Company.

In the afternoon, the 4th District Waterworks & Electricity Trade Workers Union called a meeting of chiefs of various departments of both the new and the old plants, at which it was resolved to form a "Go-slow" Strike Committee.

October 1. About 800 workers of the old plant on Fearon Road joined the "go-slow" strike this morning, but the distribution workers of the new plant still remained to maintain the distribution of electricity.

The 4th District Waterworks & Electricity Trade Workers Union entertained local newspapermen and made a report on the circumstances attending the strike.

Mr. Jones of the S.M.C. gave a reply to workers to the effect that negotiations had been opened with the Shanghai Power Company, but owing to the latter's firm attitude, no result had been arrived at.

October 2. The Company engaged a large number of white Russians commencing operations from to-day.

The 4th District Waterworks & Electricity Trade Workers Union despatched a letter to the S.M.C. requesting it to uphold justice.

About 100 local labour unions issued a manifesto emphasizing their support of the strikers.

October 3. The strikers detailed Kyi Wen-fu, Chu Hou-sun and 4 others to submit an appeal to the Municipality of Greater Shanghai requesting assistance.

The Company notified the strikers to receive their pay at the Badge Room in Yangtsepoo. Up to 5.30 p.m. none of the strikers called for the wages.

The local Tangpu and the Social Bureau detailed officials Tai Yu-hang and Chu King-tao to call at the General Office to interview Mr. Heald, Assistant General Manager, and to proceed with mediations, but without result.

The Company despatched officials to request the wire-cutting workers to resume work, which proposal was accepted by the Union in consideration of the public welfare.

October 4. In view of the serious situation, we held an emergency meeting and despatched a telegram to the People's Movement Committee of the Central Kuomintang Headquarters requesting it to detail officials to Shanghai to control the situation.

The entire body of foremen of the two plants resolved to join the "go-slow" strike and the staff members were also reported to have the intention of joining the movement.

October 5. We instructed the 4th District Waterworks & Electricity Trade Workers Union to order the distribution workers to maintain supply and not to participate in the movement unless they were compelled to do so.

The Company adopted an obstinate attitude and emphasized their intention to reject all proposals.

October 6. On the morning, Chu Hsueh-van, Chow Hsueh-hsiang and Shao Hsu-bah, committee members of our

Union, called on Mr. O.K. Yue, Chief Secretary of the Municipality of Greater Shanghai, and discussed with him measures to cope with the situation.

The Company attempted to engage the workers of the Anderson Meyer Company to replace the strikers. The attempt was futile.

October 7. Apart from submitting a petition to the local Tangpu and other political organs to immediately bring about an early settlement of the dispute, we notified all labour unions to do their utmost to give financial assistance.

October 8. The entire body of Chinese staff members joined the strike this morning and a joint manifesto was issued by the Staff Members Mutual Benefit Society and the 4th District Waterworks & Electricity Trade Workers Union.

We gave an entertainment in the evening to various leaders of public bodies at the Dah Si Yang Restaurant at which a report on the circumstances surrounding the strike was made.

October 9. The various local bodies became indignant because the management rejected the offers of mediation. Letters from the Chinese Ratepayers Association in the International Settlement and the 17th Branch District Citizens Federation were sent to the S.M.C. requesting it to immediately devise ways and means to bring about a settlement of the dispute.

October 11. The entire body of Chinese staff members held a general meeting in the premises of the Youths Propaganda Group Society at Small West Gate, Nantao, at which it was resolved to form a "Go-slow" Strike Committee.

An English statement was published by the

Company, in which cunning refutations regarding the cause of and the responsibility for the present trouble were made.

The Zangchow Fellow Provincials Association, the Kiangsu Fellow Provincials Association, etc. despatched letters to the S.M.C. and the Shanghai Power Company urging them to immediately settle the dispute, otherwise the Company would be to blame for any incidents.

October 12. The People's Movement Committee of the Central Kuomintang Headquarters despatched a telegram to the Municipality of Greater Shanghai and the local Tangpu instructing them to immediately offer proposals.

More Chinese staff members were reported to have joined the strike.

The Chekiang Fellow Provincials Association and various local shop-owners associations sent letters to the S.M.C. stressing their opinions re the present trouble.

October 13. The various local fellow provincials associations yesterday evening held a joint meeting at which measures to support the strikers of the Shanghai Power Company were discussed. The Ningpo Fellow Provincials Association sent a letter to the members of the S.M.C. expressing anger over the disregard of the rights of the public, and urging them to immediately draw up measures to control the trouble.

October 14. In refuting the open letters published in the advertisement columns of various local newspapers by the Shanghai Power Company to mislead the public, a letter addressed to the public bodies was jointly signed and issued by the entire body of workers, numbering about 2,000.

October 15. The "go-slow" strike continued and the labour situation still remained serious.

October 16. The Chinese staff members who had joined the strike resumed work due to threats and inducements by the Company, but none of the workers on strike called at the plant to resume.

October 17. Messrs. Yu Yah-ching and Yuan Lee-tung, Chinese members of the S.M.C., were requested by this Union to mediate.

October 18. This Union despatched a letter to the S.M.C. urging it to settle the labour trouble in the Shanghai Power Company. Local newspapermen were entertained, a report on the strike made and a manifesto issued. The strikers detailed representatives to make appeals to parties concerned.

October 19. The Shanghai Chinese Chamber of Commerce sent a letter to the S.M.C. requesting it to warn and correct the policy adopted by tl Shanghai Power Company. The various fellow provincials a sociations also wrote to the S.M.C. asking for an early settlement of the trouble.

October 21. The Ministry of Industry detailed Mr. Pao Kuo-hwa, Chief of the 4th Section of the Labour Department, to Shanghai to make an investigation into the S.P.C. dispute.

Mr. Bell, Chairman of the S.M.C., offered proposals.

October 22. The various local fellow provincials associations issued a manifesto supporting the S.P.C. strikers. Letters to console the strikers and to the Chinese members of the Council to offer proposals were despatched.

October 23. At 2 p.m. the Social Bureau held a meeting at which Yih Ziang-kao and Shao Hsu-bah of this Union were present to interview Mr. Pao Kuo-hwa, special delegate of the Ministry of Industry, and to inform him of the true facts of the strike. Measures to deal with the trouble were discussed.

October 24. At 3 p.m. Mr. Fessenden, Secretary-General of the S.M.C., invited Mr. Doo Yueh-sun, member of the Council of the Chinese Municipality, to arrange measures to cope with the dispute.

October 25. At 2 p.m. we called a meeting of various labour unions to discuss measures to support the strikers. A statement requesting the public support of the S.P.C. strikers was issued.

October 26. The People's Movement Committee of the Central Kuomintang Headquarters detailed an official Lee Jen-tso to Shanghai to make an investigation. He made a detailed inquiry at the Municipality of Greater Shanghai and the local Tangpu. The circumstances surrounding the labour trouble were closely investigated in an interview with Chu Hsueh-van and Shao Hsu-bah, Committee members of this Union.

October 27. The 4th District Waterworks & Electricity Trade Workers Union submitted five demands in addition with reasons to Mr. Fessenden, Secretary-General of the S.M.C., through Mr. Doo Yueh-sun, thus facilitating his intervention.

October 28. Mr. Lee Jen-tso of the People's Movement Committee of the Central Kuomintang Headquarters called on Mr. O.K. Yue, Chief Secretary of the Municipality of Greater Shanghai. Measures to control the labour trouble in the Shanghai Power Company were devised.

The various public bodies were in agreement with the statement made by our Union.

TRANSLATION OF A PAMPHLET PUBLISHED BY THE SHANGHAI GENERAL LABOUR UNION RE THE STRIKE OF WORKMEN IN THE EMPLOY OF THE SHANGHAI POWER COMPANY.

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CIRCUMSTANCES LEADING TO THE STRIKE.

After taking over the Electricity Department of the Shanghai Municipal Council, the Shanghai Power Company immediately devised measures to increase the electricity charges and to dismiss long-service and meritorious workers with a view to detaining the pensions which had been provided by the S.M.C. It is estimated that about 400 workers have been dismissed.

The entire body of hands became panic-stricken and commenced the organisation of a labour union which was formally inaugurated on July 25 last year. Reasonable demands that no dismissal of workers be made without cause and that the pensions be not detained were submitted to the management and rejected by it. In the meantime, the dismissal of hands continued. Wan Lih-zung, a member of the Standing Committee of the Union, was discharged.

When the demands made by representatives of the workers were rejected and the discussions between the foremen of the new and the old plants and Mr. Heald, Secretary-General of the Company, ended in failure, the hands became angry and suggested that a strike to cope with the situation be called.

In view of the fact that the electricity supply is a public utility and that the suspension of the service for even one day would greatly affect the community, we did our utmost to avert a strike. Later, the Union submitted a petition to the local Tangpu and other political organs requesting them to detail officials to mediate. The workers of various departments then made a written request to the Company to accept the offer of mediation, but the request was rejected.

In July this year, a "go-slow" strike broke out when the Company refused to pay the pension of a foreman named Yang Ah-chep of the new plant, but work was eventually resumed on the advice of the General Labour Union. On July 3

the workers despatched 4 representatives named Nyi Wen-fu, Pan Yun-ling, Chen Pao-kan and Chang Zai-sun to submit once more the lawful demands to the Company but instead of accepting them, the Company dismissed four men on the 8th. This action increased the anger of the entire body of workers and was the cause of the strike.

Chu Hsueh-yun and Chao Hsu-boh, two Committee members, then requested Messrs. Yuan Lee-tung, Zoe Hsin-loh and Mr. Wong Chao-lai, chairman of the Shanghai Chinese Chamber of Commerce, to make suggestions.

In September the Company dismissed three more workers named Sih Ah-pao, Tai Zung-kan and Ying Ping-kan of the new plant. Negotiations over those dismissals were opened by the foreman of the plant with Mr. "Elmer", the Managing-Director, but without result.

The entire body of workers could not tolerate this any longer and went on a "go-slow" strike from September 29. Thus, the labour trouble which had been brewing for more than one year finally broke owing to incessant acts of oppressions of workers on the part of the Company.

A TELEGRAM TO THE CENTRAL AUTHORITIES TO RETAIL CONCESSIONS TO SHANGHAI TO CONTROL THE LABOUR.

The General Labour Union on October 4 sent the following telegram to the People's Movement Direction Committee of the Central Kuomintang Headquarters at Nanking:-

"About several hundred Chinese workers of the Shanghai Power Company have been dismissed by the management on divers dates and pensions of workers provided by the S.M.C. have been detained. The workers have requested the Chinese members of the S.M.C., the local Tangpu and other political organs to offer suggestions, but owing to the obstinate attitude of the management, the disputes existing between the employers and the workers have remained unsettled.

"The management recently dismissed 3 workers on false accusations, and the workers of the new plant, being out of patience, went on a "go-slow" strike from September 29. The stubborn attitude of the management caused the hands of the old plant to join the movement from October 2.

"In view of the fact that the electricity supply has an important connection with the community, we instructed the workers to maintain the distribution of electricity with a view to preventing untoward incidents.

"We hereby request you to detail officials to Shanghai immediately to devise measures to put an end to the dispute with the co-operation of the local Tangpu and other political organs."

GENERAL LABOUR UNION'S INSTRUCTIONS TO WORKERS.

"Unable to bear the intolerable oppression of workers by the Shanghai Power Company, the entire body of workers went on a "go-slow" strike. The strikers who have more consideration for the peace and order in the community are maintaining the distribution of electricity.

"According to a report from the workers Union, the 3 shifts of workers operating the distribution of electricity have repeatedly requested permission to join the movement.

"It is true that the distribution workers are willing to act in concert because their hardships have become greater day by day. Should the distribution of electricity be stopped for one day, terror would reign in the community and it is probable that other incidents might arise.

"Apart from requesting the Central authorities, the local Tangpu and other political organs to devise ways and means immediately to cope with the dispute with a view to bringing about an early settlement, we hereby instruct the workers Union to notify the distribution workers not to

stop the distribution of electricity unless they were compelled to do so."

LOCAL PUBLIC BODIES ENTERTAIN [illegible].

The General Labour Union gave an entertainment on the evening of October 8 to about 60 leaders of various public bodies, including Wong Shao-lai of the Shanghai Chinese Chamber of Commerce, Ling Kong-han of the Bankers Association, Dao [illegible]-ging of the Chinese Ratepayers Association, Chang Ts-lie of the Nanking Road Street Union, Loh Pah-hoong of the Nantao [illegible]way Company, Liu Hoong-sung, an industrial magnate, Wong [illegible]-gang and Zu Han-ts of the newspaper circles, etc.

Chu Hsueh-van, who presided, reported that at the beginning of the trouble, local Tangpu and other political [illegible]ns and Mr. Jones, Secretary of the S.M.C., had attempted to mediate, but without result, owing to the firm attitude adopted by the Company. Since the taking over of the premises by the Shanghai Power Company, about 400 hands have been dismissed. It is recalled that the Power Company when controlled by the S.M.C. seldom dismissed its employees, but general dismissals for trivial offences are now the order of the day. Recently, the dismissal of three hands without sufficient cause, incited the other employees to strike. Owing to the obstinate attitude of the management, the strike has reached its present magnitude. The workers are willing to make concessions in order to prevent the trouble from increasing, and causing serious inconvenience to the public. The leaders are expected to submit proposals which will be accepted by the General Labour Union and will be the means of ending the dispute at an early date.

Ling Kong-han of the Bankers Association in submitting his views about the present labour dispute stated that the public must first ascertain the "sincerity" of the management in conducting negotiations. If the management is at fault,

Chinese directors and shareholders should withdraw their interests from the Shanghai Power Company in order to safeguard the rights of Chinese labourers.

Ou Tse-hou states that without unity no person can exist and that it is not reliable to depend upon others. He expresses the hope that various bodies would unite and render energetic support to the oppressed Chinese workers.

Chang Tse-lien, in the course of his statement, states that the Chinese shareholders of the Shanghai Power Company should make some strong expression and that all subscribers and Citizens Federations should adopt an attitude of non-co-operation towards the Company. If a settlement cannot be arrived at, we should cease using electricity as a protest. At the same time, the Chinese ratepayers and Chinese members of the S.M.C. should give voice to their views and not make arrangements with the management in a humble manner.

<u>G[illegible] L[illegible] UNION'S REPORT [illegible] [illegible]IC.</u>

After the Shanghai Power Company took over the Electricity Department of the S.M.C., the Company, being anxious to amass wealth, and relying on the monopoly, planned to increase the electricity charges. It began also to dismiss long-service and meritorious workers. It is estimated that about 400 hands have been dismissed.

The Electricity Department of the S.M.C. adopted methods to encourage workers to remain at their duties diligently and the agreements which were drawn up by the S.M.C. for the workers when the enterprise was handed over to the Shanghai Power Company were destroyed by the management of the Company. The rights which workers had secured as a result of their merit were ignored. We detailed representatives to open negotiations with the Company and to request the Chinese members of the S.M.C. to mediate, but the representatives were dismissed for opening negotiations and the mediations by the Chinese members of the

S.M.C. had no result. Following upon the unsuccessful interventions by Mr. Jones of the S.M.C. and the representatives of the local Tangpu and other political organs, the workers could not help but declare a "go-slow" strike as a warning to the Shanghai Power Company in a manner that will not affecting the rights of the community.

Instead of changing its obstinate attitude, the management went so far as to close the gates of its factories and declared a lock-out.

We are fully aware that the anger of the oppressed men will result in incidents. We hereby hope that all electricity subscribers who have the right to supervise a public utility enterprise will rise and uphold justice as a warning to the obstinate management for disregarding the rights of the public and for being too anxious about amassing wealth. Ways and means to effect an immediate settlement of the dispute should be devised and both the Chinese and foreign employees should make every effort to establish a permanent foundation for co-operation.

The Electricity Department of the S.M.C. was in business for about 30 years in the course of which, with the exception of the May 30 Affair, not an incident happened.

The Shanghai Power Company has been in control of the same enterprise for four years during which period no fewer than 10 disputes have arisen and which did not become serious because of the advice given by this Union. The present tense labour situation in the Shanghai Power Company was caused by the management, for had the latter been sincere about effecting a lawful settlement of the dispute during the negotiations by representatives of the workers and the mediation by Messrs. Yuan Lee-tang, Zee Hsih-loh, Chinese members of the S.M.C., and Mr. Wang Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, the present situation would not have arisen. On the contrary, the

management not only rejected the negotiations of the workers' representatives but was also ~~[illegible]~~ insincerity towards the mediation by Messrs. Yuan Lee-tung, Zee Hsin-loh, etc.

In the beginning there were no changes in the method of the administration of the Company by the Shanghai Power Company, yet the S.M.C. had operated the undertaking without any disputes, while the Shanghai Power Company has caused the present dispute to become more serious. It is evident that the trouble may also be due to mis-management.

When the plant was run by the S.M.C., any worker who completed 20 years' service was given a superannuation of ½ of the total wages received during the period of his employment. This action of the S.M.C. removed all trouble during the past 20 years.

The present labour trouble arose through the dismissal of workers by the Shanghai Power Company. We admit that the terms of the superannuation fund of the Shanghai Power Company are better than those of the S.M.C., but the Company resorts to the use of "smoke screens" when dismissing workers. The dismissed workers are mostly those who have had several tens of years of service, and the Company brought false accusations against them so as to evade the payment of their superannuation funds. It is planning to dismiss all workers with about 15 years' service so that their superannuation fund might not be paid. The management has been dismissing workers without cause, as can be proved by the dismissal of 130 long-service workers in May last year. The dismissed men were replaced by temporary workers with a view to curtailing the monthly wages bill.

The Company has secured extra revenues from the increase in electricity charges. According to present circumstances, it is not necessary for the Company to submit the proposal of curtailing the expenses and the meritorious

workers should be granted better treatment. For instance, foreign workers, apart from the grant of a long leave, have an annual leave of two weeks to one month, but Chinese workers are not allowed leave. Foreign workers may study without cost, but not Chinese. Foreign workers are given a retiring gratuity of 10% of the total wages received during the period of their employment while the Chinese hands have a superannuation of 5% only the payment of which the management has been planning to refuse. Apart from the General Manager, about 200 foreign employees have been engaged and the total pay roll is $200,000 whilst the number of Chinese employees employed is estimated at about 2,500 and the total pay is $90,000.

Being avaricious, the Company has dismissed experienced hands with long service and replaced them with new hands at a cheaper scale of wages. There is no questioning the fact that ability in the service is at a discount, and in consequence of this, all the subscribers will suffer. If, unfortunately, the refusal of the Company to comply with the lawful and just demands causes untoward incidents, the subscribers and the community would be seriously affected.

For the sake of the subscribers and the community, we have exerted every effort to advise the workers that the hands of the Distribution Department are not to go on a "tai-kung" or strike, and that they are to make concessions in their demands so that the hope of this Union for an early settlement of the dispute may be realised immediately.

The demands of the workers are as follows:-

1. That any employee having completed one year's service upon being discharged by the Company should be given a retiring gratuity equivalent to 3 months' pay and a superannuation of 5% of the total wages received during the period of his employment (all benefits to be forfeited if the employee is convicted of a crime by the Court).

2. That the Rules governing the dismissal of Chinese employees be clearly stated.

3. That a yearly bonus equivalent to one month's pay be granted at every year-end to those employees having one year's service with the Company.

4. That with regard to the 400 hands who were dismissed without cause or discharged by the Company, seven be reinstated.

5. That wages for the period of the "go-slow" strike be paid.

According to the representatives of this Union, the above demands are reasonable. With a view to respecting the rights of the public, this Union requires only a legal settlement of the dispute and will endeavour to persuade the employees not to take the law into their own hands.

GENERAL LABOUR UNION'S MANIFESTO.

We realize that the electricity supply is a public utility which is of great importance to the community. We have advised the workers to maintain the distribution of electricity in order that the subscribers may not be affected and have made a detailed report to the public asking for a fair trial.

Recently, the Company has engaged a large number of white Russians to replace the Chinese workers on strike. Such action aggravates the strikers, and it is evident that the Company does not intend to settle the dispute. Should the dispute remain unsettled, it is to be expected that untoward incidents will occur which will affect the prosperity and peace of the public.

The present dispute arose through the dismissal by the management of 3 workers, but many dismissals and the refusal of the Company to pay just gratuities during the past few years have induced the workers to adopt a firm attitude.

Since the electricity supply is an enterprise closely connected with the prosperity of the public and peace and order in the community, we should settle the dispute, thereby preventing the outbreak of more unfortunate incidents. Our efforts have been unsuccessful. We ask the public to give a just verdict and we will abide by it."

LETTER TO THE MEMBERS OF THE S.M.C.

Fearing that the strike in the Shanghai Power Company might seriously affect the public, this Union has made every effort to settle the trouble. Although representatives of political organisations, such as Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, Mr. Yuan Lee-tung and Mr. Zee Hain-loh, Chinese members of the S.M.C., have submitted proposals to the Company, the Company refused to accept them and maintained a firm attitude. The Company also paid no heed to the proposals of Mr. Jones, Secretary of your Council which followed the petition of the workers. The workers were obliged to declare a "go-slow" strike as a protest to the Company's actions. The strike took place owing to the Company declaring a lock-out. In accordance with the advice of this Union, the distribution hands are still working and public order has not been affected. We cannot guarantee that distribution will be maintained. Therefor , this Union held a conference with leaders of the society and asked them to preserve peace and order. Up to the present, the Company has no definite policy and has done nothing except publish a letter containing false statements. There can be no doubt that the Company intends to ignore the advice of this Union. As the Council is responsible for maintaining peace in the municipality, you should give your whole attention to the matter, and carefully examine the letter addressed to the various bodies and the reply to the workers of this Union.

This Union has done its utmost to persuade the workers to modify their demands, and should the Company refuse to accept these it is evident that the Company refuses to consider public right and municipal administration.

Your Council for the sake of public peace should advise the head office of the Company in America to change the present management, otherwise besides ignoring the proposals of Mr. Jones, they will also ignore the authority of the Council.

We hope that the Council will help this Union in settling this dispute, and await a reply to this letter.

NOTICE REQUESTING THE SUPPORT OF THE PUBLIC.

Twenty-nine days have already elapsed since the dispute arose in the Shanghai Power Company, which later developed into a labour strike through the oppressive act of the Company in declaring a lockout.

Before the "go-slow" strike took place, our Union had spent six months in seeking ways and means to solve the labour problem of the Company, because the workers had submitted a demand to the Company which if granted would have ensured the protection of their interests. The indiscriminate dismissal of employees had aroused discontent, and the present workers were afraid of meeting the same fate and facing the misery of unemployment.

The object of the present workers' demands is not directly concerned with superannuation. They are struggling to gain security in their livelihoods and interests. It is only just that this security should be gained after twenty years diligent service. The S.M.C. respected the workers' merits in this public utility business, and asked the Company to reward such merit. The former Chief Engineer and concurrently the General Manager of the Company knew full well

that the Chinese workers were deserving of merit and in his written statement to the Board of Directors, he emphasized Article 14 of the workers agreement which states that the security of workers positions and interests would be respected by the Company in the same manner as before. In supporting this statement, the Head Office in America had dispatched a telegram to China promising that the careers of all Chinese workers in the Shanghai Power Company would be protected. Thus we have definite proof that the Chinese workers have already secured the right to the protection of their interest and positions. Now, the present manager of the Company disregards both the promise of the Company in America and the statement of Mr. Aldridge, the former Chief Engineer and General Manager, and has wantonly destroyed the security of the workers' interests. In the first place, some 400 workers were deprived of their livelihood by this management. Lately, four other workers have been dismissed for opening legal negotiations with the Company. Again, three workers have been discharged for discussing the question of the protection of the workers. According to these facts, it is evident that the Company should bear the responsibility of breaking its promise and disregarding the rights of the workers. The workers did not go on strike without sufficient reason, because it was only after the Chamber of Commerce, the local official and Kuomintang organ, the Chinese members of the S.M.C. and Mr. Jones of the S.M.C. had failed to find a remedy for the trouble, that the workers commenced a "go-slow" strike to serve as a warning to the Company. The Company must not forget that several proposals were submitted beforehand, neither did the workers go on strike without first giving reasons. To state that the strikers was instigated by a few ringleaders who hoped to obtain profit from the movement is utterly false. Are the workers foolish enough not to protest when their interests are at stake? The workers

have their own interests to protect therefore the "go-slow" strike is a reasonable movement. The strikers have accepted our advice to maintain the supply of electricity for the public, and we believe that the condition of the workers is a subject for sympathy and that the obstinate attitude of the Company is maintained with a view to prolonging the strike. The Company pays no heed to public welfare and is interested only in private gain, so it ignores the mediations and good wishes of the representatives of the Kuomintang and other political organs, the chairman of the Chamber of Commerce, the Chinese members of the S.M.C., and Mr. Jones, secretary of the S.M.C. The rejection of the workers demands is entirely unreasonable and the letter addressed by the Company to the public contains many false statements which mislead the public. Furthermore, the Company maintains an autocratic attitude and continues to dismiss workers. This attitude of the Company has prevented our Union from introducing the policy of co-operation between labour and capital and has lowered the prestige of our Union. Our endeavours to mediate in the dispute are unable to change the attitude of the management of the Company. We know full well that this oppression may have serious consequences, so, in future, if the workers indulge in acts which affect the peace and safety of society and inconvenience the subscribers to the Company, the responsibility of having caused the trouble cannot be evaded by the Company.

We know that our prestige has already been destroyed and our efforts are exhausted, so we are forced to repeat our cry for public assistance. We hope that the Kuomintang and political organs, the municipal councillors, and the enthusiastic members of the various public organisations will quickly devise measures to prevent incidents occasioned by the workers forced by circumstances to go to extremes.

Appendix.

The demands of the workers are as follows:-

1. That any employee having completed one year's service upon being discharged by the Company should be given a retiring gratuity equivalent to three months' pay and a superannuation of 8% of the total wages received during the period of his employment (all benefits to be forfeited if the employee is convicted of a crime by the Court).

2. That the Rules governing the dismissal of Chinese employees be clearly stated.

3. That a yearly bonus equivalent to one month's pay be granted at every year-end to those employees having one year's service with the Company.

4. That with regard to the 400 hands who were dismissed without cause or discharged by the Company, seven be reinstated.

5. That wages for the period of the "go-slow" strike be paid.

We hereby give the following explanation for the five demands submitted by the workers:-

In the first place, we have to declare on behalf of the workers that the dispute was not caused by the dismissal of certain workers. The strike arose through the desire of the workers to protect their livelihood and rights in the future. This can be proved by reading demand No. 4 which stipulates that seven persons out of the 400 dismissed workers be granted reinstatement.

Secondly, with a view to helping the management, the workers have abandoned the demand for reinstatement of the 400 dismissed or discharged workers with the exception of seven already mentioned. According to the demand No. 2, the workers express their willingness to observe the rules governing the dismissal of workers by the management for committing offenses which consitute violations of the Rules.

This shows that this attitude of the workers is reasonable.

In the third place, the three other demands were based on the Factory Law and the circular procedure of treatment of workers; they cannot be considered unreasonable. In purtuance of the promise "We are anxious to have the employees become members of our body" promulgated by the concern in America, those employees who are considered to have been loyal and faithful to their duties by the Company are to be granted an increase in their superannuation fund and are to be treated like the foreigners.

The letter of Mr. Aldridge, the former manager, addressed to workers is appended.

"Following the purchase of the Electricity Department of the S.M.C. by the Company, I know there will be many workers who fear for their positions. This fear will arise because you do not quite understand the plan of the Board of Directors of the Special Electricity Department and Article 14 of the agreement published by the Board which directs that special attention will be paid to the interests of workers and to the protection of workers positions. All workers will continue to occupy their usual positions. The representatives of the American Power Company assure me that no alteration in the conditions of workers will be made. The Power Company in America has sent a telegram to assure you that no alterations will be made."

The telegram is reproduced as follows:-

"To Mr. Aldridge,

Our International Company hereby welcome you as a member. All our members will protect the interests and positions of the employees of the Shanghai Company. We believe that the new Company in Shanghai will depend greatly on the co-operation of its workers."

Article 14 of the Memorandum of the Special Committee for the sale of the Electricity Department of the S.M.C. provides that the Shanghai Power Company should accept completely the obligations of the S.M.C., such as the payment of annual bonuses, superannuation fund and other rights of both the Chinese and the foreign employees of the Electricity Department and recognise the employment of the employees and no worker be dismissed except for inability, negligence in the execution of duty or other causes as stipulated in the agreement with the S.M.C.

In conclusion, our Union has to state that we have done our best to promote mediation to settle the dispute. Following the strike of the workers, we advised the workers to maintain the distribution of electricity with a view to maintaining public safety and the rights of the subscribers. Of late, we raised funds to assist in providing livelihood for the workers in order that the trouble might not reach serious dimensions and to publish a statement to-day for the information of the public. Hereafter, we shall not publish further statements owing to lack of funds or it may be that we shall have no further opportunity of publishing them. We hereby request the public to give its support to this just cause.

WORKERS' LETTER ADDRESSED TO THE PUBLIC BODIES.

The 2,000 strikers of the Shanghai Power Company on November 15 issued the following letter addressed to various public bodies refuting the statement published by the management on November 14 in various local newspapers:-

"In its statement, the management declares that the wages of Chinese employees have been increased by 24%. Supposing this be so, the wages of an employee which were $50 formerly will now be $63. But those workers whose pay was $50 formerly are now paid $51 only. Thus we can see

how the Company misleads the public.

It adds that since 1928, the Company has discharged 21.6 per cent of foreign employees and 18.1 per cent of Chinese employees. This shows that the Company has violated the agreement concluded during the handing over of the firm by the S.M.C. and the statement of Mr. Aldridge, the former Chief Engineer and General Manager, about the security of the workers' interests. The management is not sufficiently acquainted with the methods of administering the firm to make progress in the power enterprise.

The measures regarding gratuities are truly better than those adopted by the S.M.C., but to say that the gratuities have already been paid is absolutely absurd because the workers named Vai Lih-sung, Pan Kan-lin, Nyi Wen-fu, Chang Zai-sun and Chen Pao-kan who were dismissed for opening negotiations with the Company and Ying Ping-kan, Tai Sung-hang and Sih Ah-pao recently discharged without cause have so far not received any retiring gratuities except their wages. More men among the 400 dismissed have not obtained any gratuities to date. Let us ask whether the Company is able to give evidence of the fact that the discharged men have already received the grants.

Some time ago, Vai Lih-sung, Chu Hou-sun, Chang Tseng-min and Nyi Wen-fu represented the workers to open negotiations with the Company, but without result. When they called on the management again and made a second request, Vai Lih-sung was dismissed. The request submitted by the entire body of foremen was also ignored. On July 3 this year, Nyi Wen-fu, Pan Kan-lin, Chang Zai-sun and Chen Pao-kan were detailed as representatives to open negotiations with the Company over the question of the payment of superannuation fund. In consequence, these representatives were likewise dismissed. Further requests made by the employees

met with no result.

At the request of the Labour Union, the local Yangpu and other political organs have twice despatched officials to make investigations and to act as mediators in the dispute. But the offer of mediations was not accepted by the management.

Chu Hsugh-van, Shao Hsu-bah and others have requested Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, and Messrs. Yuan Lee-tung and Lee Hsin-leh, Chinese members of the S.M.C., to mediate. The attempt to mediate produced no result through the obstinate attitude of the management.

At the request of 200 workers, Mr. Jones, Secretary of the S.M.C., then called at the Company and offered proposals to settle the dispute, which were also rejected.

The above statement reveals that we have done our utmost to avert the outbreak of the "tai-kung" which was immediately followed by a strike owing to the fact that the Company ordered their gates to be closed and refused admittance to the workers after a "tai-kung" had been declared.

MANIFESTO OF THE 4TH DISTRICT WATERWORKS & ELECTRICITY TRADE WORKERS UNION.

With its huge capital, the Shanghai Power Company bought over the Electricity Department of the S.M.C. and regarded this public utility enterprise as a private organ from which it could secure benefits. Regardless of the economic depression in the community, the Company unhesitatingly introduced its new electric meters, thereby effecting an increase in electricity charges.

Under the pretext of bad business, the Company in June last year dismissed about 150 workers but later

engaged some 100 temporary hands. Obviously, the object of the dismissals was only to deprive the workers of their superannuation fund, and yearly bonuses. Yet the workers were patient and did not argue with the Company.

More oppressive measures were adopted by the imperialistic Company which further dismissed without cause 4 hands in July this year. Relying on its imperialistic influence, the Company rejected the offer of mediation by Messrs. Zee Hsin-loh, Yu Yah-ching and Yuan Lee-tung, Chinese members of the S.M.C., Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, and representatives of the local Tangpu and other political organs. While the Chinese members were submitting other proposals, the obstinate management again dismissed three more workers and refused to agree to the issue of superannuation fund to the workers.

In short, the imperialistic capitalists have regarded the Chinese workers as being of no importance. For the dignity of our nation and the rights of our workers, we will struggle to the bitter end. We earnestly hope that the public will give us their sympathetic assistance.

JOINT MANIFESTO OF THE S.P.C. EMPLOYEES MUTUAL BENEFIT SOCIETY.

Relying on its immense capital and the authority of extraterriteriality, the Shanghai Power Company has monopolized the public utility electric enterprise. It has commenced an increase in electricity charges and violated the rights of our employees. From time to time, the Company attempted to discharge the employees who had been in the employ of the S.M.C. At first about 130 hands of the old plant were unconditionally discharged but owing to the intervention of Lawyer Lee Jeh, the discharged men received a small amount for retiring gratuities. In 1933, about 20 staff members were discharged. The dismissal

of workers never occurred during the administration of the firm by the S.M.C.

With a view to protecting the existence of their own rights, the Workers' Union and the Staff Members Association were organised. Relying on the influence of the imperialists, the Company used force to destroy the organised labour union. 4 Representatives of the Union were dismissed for opening negotiations with the management. Some time ago, the Mutual Benefit Society in view of the continuous discharge of employees despatched a letter to the Company requesting it to pay attention to the stipulations of Article 14 of the agreement, but to date, no reply has been given. Later, the employees jointly submitted the demands for the protection of the employees handed over by the Electricity Department of the S.M.C. and an improvement of conditions of employees. These demands were ignored by the management. Recently, the Company dismissed three more men on some pretext and attempted to misappropriate the superannuation of 5% of the total wages. The hands then went on a "go-slow" strike to serve as a warning to the management whereby the latter refused to allow the workers to enter the premises, announced the dismissal of the entire body of workers of the new plant and disregarded the intervention of the Chinese members of the S.M.C., the local Tangpu and other political organs. Therefore, the hands of the two plants were compelled to act in concert. Although the present dispute is between employers and employees, yet it is also a movement to resist the mighty Powers and maintain the existence of justice and the existence of the whole Chinese race. We shall not be overwhelmed by force and hope that the public will give their sympathetic support to the strikers.

4TH DISTRICT WATERWORKS & ELECTRICITY TRADE WORKERS UNION'S LETTER TO THE S.M.C.

Our workers were formerly in the employ of the Electricity Department of the Council. We were given good treatment and there was sincere co-operation between the workers and the employers. Therefore, trouble seldom arose.

Since the purchase of the Department by the Shanghai Power Company, the latter has been making use of this public utility enterprise as a means of enriching a few individuals. The workers are frequently oppressed. Although the Company has been in business for about three years only, over 500 workers have already been dismissed. The workers' benefits formerly given by the Council have all been cancelled by the Company.

In April this year, four workers were unreasonably dismissed. We requested Messrs. Yu Yah-ching, Zee Hsin-loh and Yuan Lee-tung, Chinese members of the S.M.C., and Mr. Tong Shao-lai of the Chinese Chamber of Commerce to mediate, but the Company ignored the mediation. Furthermore, the management of the Company has dismissed two more long-service workers on the ground that they were lazy. Redently a worker was also dismissed after he had applied for three days' leave owing to serious illness. The Company is now refusing to grant a pension to the workers under the pretext that the Company had the right to alter the regulations. All these acts are unreasonable. Therefore, we have reluctantly decided to declare a "go-slow" strike. We shall strictly observe peace and order during the strike and no unlawful action will be taken. As your former employees, we request the Council to render us assistance."

REASONS FOR SUBMITTING THE WORKERS' DEMANDS.

The 4th District Waterworks & Electricity Trade Workers Union has published the following reasons for the five demands submitted by the workers:-

1. That any employee having completed one year's service upon being discharged by the Company be given a retiring gratuity equivalent to three months' pay and a superannuation of 5% of the total wages received during the period of his employment (all benefits to be forfeited if the employee is convicted of a crime by the Court).

The Company must comply with the issue of pensions as arranged by the S.M.C. Refer to Article 14 of the Memorandum of the Special Committee for the sale of the Electricity Department of the S.M.C. Whenever an employee is discharged, his livelihood will be difficult; therefore the Company should grant him retiring gratuities in order to enable him to meet expenses. Such measures have been adopted by other factories and cannot be considered extravagant.

2. That the rules governing the dismissal of Chinese employees be clearly stated and notified to all employees.

Factories have the rules governing promotions, rewards and fines on employees. As the Power Company has dismissed workers of its own accord, we cannot but submit a demand for the enforcement of the rules with a view to averting future disputes.

3. That a yearly bonus equivalent to one month's pay be granted at every year-end to those employees having a full year's service with the Company.

The workers will never be able to save money if they have only sufficient to avoid starvation every month. We cannot help submitting this demand to facilitate the workers to meet their expenses during the Chinese New Year Festival. As to the workers, the bonus received by them for their one year's labour will encourage them to work more diligently. Furthermore, such measures have been adopted especially in Shanghai by various Chinese and foreign factories, such as the Chapei Waterworks & Electricity Plant, the

Nantao Electricity Company and the British-American Tobacco factories.

4. That with regard to the 400 hands who were dismissed without cause or discharged by the Company, seven be reinstated.

Kyi Wen-fu, Pan Kan-lin, Chang Zai-sun and Chen Pao-kan were dismissed for having acted as representatives to open negotiations with the Company over an increase of compassionate grants to a worker named Chou Kan-fah who was killed while on duty. It is absurd to dismiss them.

Tai Zung-hang was dismissed for having left work. Sih Ah-pao was dismissed and alleged by the Company to have voluntarily tendered his resignation when he was unable to call at the plant for an extension of his sick leave due to his serious illness. The employment of Ying Ping-kan was dispensed with by the Company on the grounds that he had slept in the Machinery Room while on duty. The allegations were regarded as untenable, because it was a physical impossibility for any worker to sleep with the machinery in operation. As the reasons for the dismissal of these seven men were not sufficient, they should therefore be reinstated.

5. That wages for the period of the "tai-kung" and the strike be paid.

The dispute arose through the indiscriminate dismissal of workers and the refusal of the issue of pensions by the Company . As the present strike of workers of the Shanghai Power Company has been caused by the refusal of the management to allow the workers to enter the premises, the blame should rest with the Company and undoubtedly, the wages of the workers for the period of the "go-slow" strike should also be paid by the Company.

MANIFESTO OF THE CHINESE CHAMBER OF COMMERCE.

In a manifesto, the Shanghai Chinese Chamber of Commerce alleges that the Shanghai Power Company has rejected the lawful mediation of the Chinese official organs, thereby prolonging the trouble. The Chamber expresses its regret that the Company has not considered the importance of co-operation between the employers and the workers in such a public utility enterprise. The manifesto is published to draw the attention of the Company concerned.

CHINESE CHAMBER OF COMMERCE'S LETTER TO THE S.M.C.

Twenty days have passed by since the outbreak of the labour trouble in the Shanghai Power Company. We recognise that strikes are usual occurrences but they ought to be settled either by direct consultation between the employers and employees or by the mediation of a third party. Such methods are usual even in the Chinese owned factories in Shanghai.

The Shanghai Power Company has refused to adopt either course of consultation or mediation by a third party. The Company is only desirous of treating its employees like the lowest coolies and this attitude which is adopted in other civilised countries to settle the labour troubles will not be tolerated in the Far East.

We earnestly hope that the Council would warn and correct the policy now being adopted by the Shanghai Power Company.

CHINESE RATEPAYERS ASSOCIATION'S LETTER TO THE S.M.C.

This Association had protested against the sale of the Electricity Department by your Council, because a public utility enterprise should be controlled by the Municipality of Greater Shanghai, otherwise the public and the workers would be at a disadvantage, if the concern was

administered by a private body aiming at amassing wealth.

At the time when the firm was administered by your Council, the electricity charges were very low. The charges were increased owing to the high cost of coal, but the firm has not lowered the charges as a result of the slump in the price of coal.

According to a certain person familiar with the inner affairs of the Company, the speed of the new electric meters is much higher than that of the old ones. The management's treatment of workers is entirely wrong; it dismisses senior workers of high wages in order to curtail expenses and engages workers from other places. Recently, the Company abolished the grant of gratuities as arranged some time ago by your Council. From 1893 to 1929 when the Electricity Department was conducted by your Council, no labour disputes arose except that arising from the May 30 incident. But since the taking over of the concern by the Shanghai Power Company, labour disputes have become common. Fortunately, the workers who were in the employ of your Council have been well-trained and are fully aware of the importance of the rights of the public. The hands have endured the fact that they are being intolerably oppressed. Unexpectedly, the Company contrary to the National Recovery Act of President Roosevelt intensified the oppression of the Chinese workers which action might have caused unprecedented incidents.

It is your duty to intervene in the dispute, and the Council should not overlook the rights of the public and shift the responsibility to others. We hereby request your immediate intervention.

CHINESE RATEPAYERS ASSOCIATION'S LETTER TO "CO-SLOW" STRIKE COMMITTEE.

We were informed that the Shanghai Power Company had dismissed without cause the workers employed by the S.M.C. Electricity Department, refused to issue superannuation fund

and rejected the offer of mediation by Messrs. Zee Hsin-loh, Yuan Lee-tung, Chinese members of the S.M.C., and Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce. We regret this contempt for the rights of the workers and for the mediators.

The hands were obliged to go on a "go-slow" strike to serve as a warning to the management whereupon the latter declared a lock-out which undoubtedly aroused the anger of the public.

We hereby hope that the workers will regard the rights of the people and will not follow the actions of the Shanghai Power Company and go to extremes. Apart from despatching a letter to the S.M.C. to make a just settlement, we give you this reply for the information of the workers.

JOINT LETTER OF VARIOUS SHOP-OWNERS ASSOCIATIONS TO S.M.C.

The Dried Goods Shop-owners Association, the Money Exchange Guild, the Sugar Merchants Association, the Vegetable Hong-owners Association and about 20 other trade associations on November 12 sent the following letter to the S.M.C.:-

"Electricity is used by all public utility enterprises and shops. Should a settlement of the trouble in the Shanghai Power Company be delayed, trouble may arise and unrest may be felt among the citizens with a subsequent loss to the commerce. The blame should rest on the Company.

"The Council is a supreme organ established for the benefit of citizens in the International Settlement. It has the right to direct the Shanghai Power Company. It should issue a strict order to the Company to accept the lawful mediations by the Chinese Government."

LETTERS FROM VARIOUS BRANCHES OF DISTRICT CITIZENS FEDERATIONS

The 17th, the 26th and the 29th Branches of District Citizens Federation have despatched letters to the S.M.C. and the Shanghai Power Company requesting them to devise

ways and means to bring about an early settlement of the dispute, otherwise the Company should be held to blame if any incidents occur and cause heavy losses to business men.

LETTER FROM VARIOUS FELLOW PROVINCIALS ASSOCIATIONS TO CHINESE WORKERS OF THE S.M.C.

Owing to the conduct of the management, there have been many labour disputes in the Shanghai Power Company during the past year. The recent strike is the most serious one. The situation is becoming more serious. If the strike continues, untoward incidents may be expected. For this reason, we request you to mediate in the dispute so that the interest of the public may not be endangered and the anxiety of the Chinese workers of the Company may be relieved.

JOINT MANIFESTO OF VARIOUS FELLOW PROVINCIALS ASSOCIATIONS.

The electricity supply is an important public utility and therefore, the electricity enterprises in other countries throughout the world are conducted by the respective governments.

It is only four years since the Electricity Department of the S. M.C. was taken over by the Shanghai Power Company, but owing to the inexperience of the latter concern in administering a public utility enterprise, disputes between the management and the workers have frequently arisen.

Of late, the dismissal of workers and the refusal of the payment of pensions by the management have caused discontent among the workers.

In the present crisis, the workers have expressed their willingness to make concessions yet the management, disregarding the rights of all subscribers, refuses to settle the dispute.

Many members of our associations are subscribers of the Shanghai Power Company and should the distribution of electricity be stopped one day, all the subscribers would

be greatly affected.

We have held meetings to discuss measures to cope with the matter and we resolved to give our support to the workers if necessary. We hereby request all public bodies to submit proposals with a view to settling the dispute and maintaining peace and order in the community.

LETTER OF CONSOLATION TO THE "CO-SAW" STRIKERS.

You have been at variance with the management of the Shanghai Power Company for about 20 days. The dispute has not been settled owing to the obstinate attitude adopted by the management. However, you have maintained the supply of electric current, which shows that you have considered the interests of the public. We are quite satisfied with your action. Besides requesting the Shanghai First and Second Special Districts Citizens Federations to discuss measures for the settlement of the dispute, we have requested the Chinese members of the S.M.C. to continue their efforts at mediation. We hope you w . continue the maintenance of the supply of electricity s the public.

LETTER FROM THE MINGPO FELLOW PROVINCIALS ASSOCIATION TO THE [illegible]

The Shanghai Power Company has obstinately refused to consider the proposals which would be beneficial to both the Company and the labourers. Such action on the part of the Company aggravates the workers, affects the convenience of all subscribers, and constitutes a disregard of peace and order in the community. The blame should rest with the Company if any untoward incidents occur.

We hereby request you to invite Mr. James, Secretary of the Council, to mediate in co-operation with Messrs. Yuen Loo-tung, Wang Shao-lai, Zee Haim-leh and representatives of the local Tangpu and other political organs. Both the

management and the labourers should be instructed to make concessions so that the dispute might be amicably settled.

LETTER FROM THE CHEKIANG FELLOW PROVINCIALS ASSOCIATION TO THE S.M.C.A.

According to a report from our members in the International Settlement, the "go-slow" strike in the Shanghai Power Company was caused by the action of the Company in disregarding the conditions of employment of workers and the failure of negotiations with the management. Fortunately, the distribution workers are still observing the order of the Union to maintain the distribution of electricity in order not to affect the peace and order in the community.

The dispute in the Shanghai Power Company has become serious and it is inevitable that a critical situation will ensue and our members will suffer heavy losses.

We hereby request you to instruct both the management and the workers to open negotiations and to bring about an early settlement. Any party which adopts an obstinate attitude cannot evade responsibility for the forthcoming losses.

LETTER FROM THE ZANGCHOW FELLOW PROVINCIALS ASSOCIATION TO THE S.M.C.A.

Of late, newspapers report that the "go-slow" strike in the Shanghai Power Company arose through the frequent dismissal of workers by the management. Owing to the firm attitude adopted by the management, the labour situation has reached serious dimensions. The question of the entire ~~[illegible]~~ safety of the community is at stake, and should any untoward incidents occur, the citizens would be indirectly affected.

The Council should pay attention to the matter, otherwise the Council cannot evade responsibility for any

trouble which may arise although the blame should be borne by the Shanghai Power Company.

We hereby request you to order the Company to effect an early settlement of the dispute.

LETTER FROM THE KIANGSU FELLOW PROVINCIAL ASSOCIATION TO THE S.M.C.

Most of our members are subscribers of the Shanghai Power Company. The present "go-slow" strike arose through the bad treatment of workers by the Company, and to date, the dispute which could have been easily settled, has been spreading day by day as a result of the obstinate attitude on the part of the Company.

In consideration of the rights of the subscribers, the workers are still maintaining the distribution of electricity.

The situation has been growing steadily worse owing to the insincerity of the Company, and in the event of the management failing to see reason in the near future, the hands would be compelled to abandon the maintenance of electricity distribution. Consequently, untoward incidents might occur, thereby causing our members to sustain business and other kinds of losses for which the Company should be held to blame.

The Council, being a supervisory organ, is requested to place restrictions on the unreasonable delay in a settlement by the Company so that our members may not be affected.

SUPPORT OF VARIOUS LABOUR UNIONS.

About 100 labour unions, including the Shanghai Postal Workers Union, the Postal Staff Members Union, the 4th District Rolled Tobacco Trade Workers Union, the Dried Goods Trade Workers Union, the 1st District Orders Coolies Union, the 10th District Cotton Weaving Trade Workers Union, the

4th District Silk Spinning Trade Workers Union, etc. on November 13 issued a joint manifesto emphasizing their support to the strikers.

In a letter dated September 29 to the 8th District Waterworks & Electricity Trade Workers Union, the Postal Workers Union states that the postal workers will support the strikers.

At 2 p.m. October 25, the Shanghai General Labour Union held a meeting at which about 100 persons representing some 70 labour unions were present.

The following resolutions were passed:-

1. That the various labour unions do their utmost to contribute funds to the "go-slow" strikers of the Shanghai Power Company and that a petition be submitted to the General Labour Union to draw up detailed measures governing the collection of the contributions.

2. That the various labour unions issue manifestos concerning the labour trouble in the Shanghai Power Company.

DIARY ON IMPORTANT AFFAIRS.

September 29. The 2,000 workers of the new plant became angry when the negotiations opened yesterday by six forumen with Mr. Elmer, of the plant were rejected. The workers then voluntarily commenced a "go-slow" strike from this morning.

The 4th District Waterworks & Electricity Trade Workers Union immediately submitted a report to the Ideal Tangpu and other political organs, and issued a letter addressed to the workers.

The management issued a circular instructing the strikers to resume work before 2 o'clock in the afternoon, but up to the evening, none of the strikers returned to duty.

September 30. The gate of the new plant was closed by the management. The workers were refused entry to the premises but informed that they had been discharged.

Next morning, the entire body of hands called at the General Office on Kiangsi Road and asked for the payment of pensions, but without result. At noon, representatives were detailed to submit an appeal to the S.M.C. asking for assistance and were received by Mr. Jones, Secretary, and Mr. Ho Tuh-kwei, Associate Secretary of the Council, who informed them that a reply would be given after they had discussed the matter with the Company.

In the afternoon, the 4th District Waterworks & Electricity Trade Workers Union called a meeting of chiefs of various departments of both the new and the old plants, at which it was resolved to form a "Go-slow" Strike Committee.

October 1. About 800 workers of the old plant on Pearon Road joined the "go-slow" strike this morning, but the distribution workers of the new plant still remained to maintain the distribution of electricity.

The 4th District Waterworks & Electricity Trade Workers Union entertained local newspapermen and made a report on the circumstances attending the strike.

Mr. Jones of the S.M.C. gave a reply to workers to the effect that negotiations had been opened with the Shanghai Power Company, but owing to the latter's firm attitude, no result had been arrived at.

October 2. The Company engaged a large number of white Russians commencing operations from to-day.

The 4th District Waterworks & Electricity Trade Workers Union despatched a letter to the S.M.C. requesting it to uphold justice.

About 100 local labour unions issued a manifesto emphasizing their support of the strikers.

October 3. The strikers detailed Kyi Wen-fu, Chu Heu-sum and 4 others to submit an appeal to the Municipality of Greater Shanghai requesting assistance.

The Company notified the strikers to receive their pay at the Badge Room in Yangtsepoo. Up to 5.30 p.m. none of the strikers called for the wages.

The local Tangpu and the Social Bureau detailed officials Tai Yu-hang and Chu King-tao to call at the General Office to interview Mr. Heald, Assistant General Manager, and to proceed with mediations, but without result.

The Company despatched officials to request the wire-cutting workers to resume work, which proposal was accepted by the Union in consideration of the public welfare.

October 4. In view of the serious situation, we held an emergency meeting and despatched a telegram to the People's Movement Committee of the Central Kuomintang Headquarters requesting it to detail officials to Shanghai to control the situation.

The entire body of foremen of the two plants resolved to join the "go-slow" strike and the staff members were also reported to have the intention of joining the movement.

October 5. We instructed the 4th District Waterworks & Electricity Trade Workers Union to order the distribution workers to maintain supply and not to participate in the movement unless they were compelled to do so.

The Company adopted an obstinate attitude and emphasized their intention to reject all proposals.

October 6. On the morning, Chu Hsueh-wan, Chow Hsueh-haiang and Shao Heu-beh, committee members of our

Union, called on Mr. O.K. Yue, Chief Secretary of the Municipality of Greater Shanghai, and discussed with him measures to cope with the situation.

The Company attempted to engage the workers of the Anderson Meyer Company to replace the strikers. The attempt was futile.

October 7. Apart from submitting a petition to the local Tangpu and other political organs to immediately bring about an early settlement of the dispute, we notified all labour unions to do their utmost to give financial assistance.

October 8. The entire body of Chinese staff members joined the strike this morning and a joint manifesto was issued by the Staff Members Mutual Benefit Society and the 4th District Waterworks & Electricity Trade Workers Union.

We gave a entertainment in the evening ~~at~~ to various leaders of public bodies at the Dah Si Yang Restaurant at which a report on the ~~[illegible]~~ circumstances surrounding the strike was made.

October 9. The various local bodies became indignant ~~[illegible]~~ because the management rejected the offers of mediation. Letters from the Chinese Ratepayers Association in the International Settlement and the 17th Branch District Citizens Federation were sent to the S.M.C. requesting it to immediately devise ways and means to bring about a settlement of the dispute.

October 11. The entire body of Chinese staff members held a general meeting in the premises of the Youths Propaganda Group Society at Small West Gate, Nantao, at which it was resolved to form a "Co-slow" Strike Committee.

An English statement was published by the

Company, in which cunning refutations regarding the cause of and the responsibility for the present trouble were made.

The Zangchow Fellow Provincials Association, the Kiangsu Fellow Provincials Association, etc. despatched letters to the S.M.C. and the Shanghai Power Company urging them to immediately settle the dispute, otherwise the Company would be to blame for any incidents.

October 12. The People's Movement Committee of the Central Kuomintang Headquarters despatched a telegram to the Municipality of Greater Shanghai and the local Tangpu instructing them to immediately offer proposals.

More Chinese staff members were reported to have joined the strike.

The Chekiang Fellow Provincials Association and various local shop-owners associations sent letters to the S.M.C. stressing their opinions re the present trouble.

October 13. The various local fellow provincials associations yesterday evening held a joint meeting at which measures to support the strikers of the Shanghai Power Company were discussed. The Ningpo Fellow Provincials Association sent a letter to the members of the S.M.C. expressing anger over the disregard of the rights of the public, and urging them to immediately draw up measures to control the trouble.

October 14. In refuting the open letters published in the advertisement columns of various local newspapers by the Shanghai Power Company to mislead the public, a letter addressed to the public bodies was jointly signed and issued by the entire body of workers, numbering about 2,000.

October 15. The "go-slow" strike continued and the labour situation still remained serious.

October 16. The Chinese staff members who had joined the strike resumed work due to threats and inducements by the Company, but none of the workers on strike called at the plant to resume.

October 17. Messrs. Yu Yah-ching and Yuan Lee-tung, Chinese members of the S.M.C., were requested by this Union to mediate.

October 18. This Union despatched a letter to the S.M.C. urging it to settle the labour trouble in the Shanghai Power Company. Local newspapermen were entertained, a report on the strike made and a manifesto issued. The strikers detailed representatives to make appeals to parties concerned.

October 19. The Shanghai Chinese Chamber of Commerce sent a letter to the S.M.C. requesting it to warm and correct the policy adopted by the Shanghai Power Company. The various fellow provincials associations also wrote to the S.M.C. asking for an early settlement of the trouble.

October 20. The Ministry of Industry detailed Mr. Pao Mao-hua, Chief of the 4th Section of the Labour Department, to Shanghai to make an investigation into the S.P.C. dispute.

Mr. Bell, Chairman of the S.M.C., offered proposals.

October 22. The various local fellow provincials associations issued a manifesto supporting the S.P.C. strikers. Letters to console the strikers and to the Chinese members of the Council to offer proposals were despatched.

October 23. At 2 p.m. the Social Bureau held a meeting at which Yih Ziang-hua and Shao Hsu-bah of this Union were present to interview Mr. Pao Hua-hwa, special delegate of the Ministry of Industry, and to inform him of the true facts of the strike. Measures to deal with the trouble were discussed.

October 24. At 3 p.m. Mr. Fessenden, Secretary-General of the S.M.C., invited Mr. Dao Yuch-sun, member of the Council of the Chinese Municipality, to arrange measures to cope with the dispute.

October 25. At 2 p.m. we called a meeting of various labour unions to discuss measures to support the strikers. A statement requesting the public support of the S.P.C. strikers was issued.

October 26. The People's Movement Committee of the Central Kuomintang Headquarters detailed an official Lee Jen-tao to Shanghai to make an investigation. He made a detailed inquiry at the Municipality of Greater Shanghai and the local Tangpu. The circumstances surrounding the labour trouble were closely investigated in an interview with Chu Hsueh-van and Shao Hsu-bah, Committee members of this Union.

October 27. The 4th District Waterworks & Electricity Trade Workers Union submitted five demands in addition with reasons to Mr. Fessenden, Secretary-General of the S.M.C., through Mr. Dao Yuch-sun, thus facilitating his intervention.

October 28. Mr. Lee Jen-tao of the People's Movement Committee of the Central Kuomintang Headquarters called on Mr. C.K. Yao, Chief Secretary of the Municipality of Greater Shanghai. Measures to control the labour trouble in the Shanghai Power Company were devised.

The various public bodies were in agreement with the statement made by our Union.

TRANSLATION OF A PAMPHLET PUBLISHED BY THE SHANGHAI GENERAL LABOUR UNION RE THE STRIKE OF WORKMEN IN THE EMPLOY OF THE SHANGHAI POWER COMPANY.

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CIRCUMSTANCES LEADING TO THE STRIKE.

After taking over the Electricity Department of the Shanghai Municipal Council, the Shanghai Power Company immediately devised measures to increase the electricity charges and to dismiss long-service and meritorious workers with a view to detaining the pensions which had been provided by the S.M.C. It is estimated that about 400 workers have been dismissed.

The entire body of hands became panic-stricken and commenced the organisation of a labour union which was formally inaugurated on July 25 last year. Reasonable demands that no dismissal of workers be made without cause and that the pensions be not detained were submitted to the management and rejected by it. In the meantime, the dismissal of hands continued. Van Lih-zung, a member of the Standing Committee of the Union, was discharged.

When the demands made by representatives of the workers were rejected and the discussions between the foremen of the new and the old plants and Mr. Heald, Secretary-General of the Company, ended in failure, the hands became angry and suggested that a strike to cope with the situation be called.

In view of the fact that the electricity supply is a public utility and that the suspension of the service for even one day would greatly affect the community, we did our utmost to avert a strike. Later, the Union submitted a petition to the local Tangpu and other political organs requesting them to detail officials to mediate. The workers of various departments then made a written request to the Company to accept the offer of mediation, but the request was rejected.

In July this year, a "go-slow" strike broke out when the Company refused to pay the pension of a foreman named Yang Ah-chop of the new plant, but work was eventually resumed on the advice of the General Labour Union. On July 3

the workers despatched 4 representatives named Nyi Wen-fu, Pon Kon-ling, Chen Pao-kan and Chang Zai-sun to submit once more the lawful demands to the Company but instead of accepting them, the Company dismissed four men on the 5th. This action increased the anger of the entire body of workers and was the cause of the strike.

Chu Hsueh-van and Shao Hsu-boh, two Committee members, then requested Messrs. Yuan Lee-tung, Zee Hsin-loh and Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, to make suggestions.

In September the Company dismissed three more workers named Sih Ah-pao, Tai Zung-han and Ying Ping-kan of the new plant. Negotiations over these dismissals were opened by the foremen of the plant with Mr. "Elmer", the Managing-Director, but without result.

The entire body of workers could not tolerate this any longer and went on a "go-slow" strike from September 29. Thus, the labour trouble which had been brewing for more than one year finally broke owing to incessant acts of oppressions of workers on the part of the Company.

A TELEGRAM TO THE CENTRAL AUTHORITIES TO DETAIL OFFICIALS TO SHANGHAI TO CONTROL THE DISPUTE.

The General Labour Union on October 4 sent the following telegram to the People's Movement Direction Committee of the Central Kuomintang Headquarters at Nanking:-

"About several hundred Chinese workers of the Shanghai Power Company have been dismissed by the management on divers dates and pensions of workers provided by the S.M.C. have been detained. The workers have requested the Chinese members of the S.M.C., the local Tangpu and other political organs to offer suggestions. but owing to the obstinate attitude of the management, the disputes existing between the employers and the workers have remained unsettled.

"The management recently dismissed 3 workers on false accusations, and the workers of the new plant, being out of patience, went on a "go-slow" strike from September 29. The stubborn attitude of the management caused the hands of the old plant to join the movement from October 2.

"In view of the fact that the electricity supply has an important connection with the community, we instructed the workers to maintain the distribution of electricity with a view to preventing untoward incidents.

"We hereby request you to detail officials to Shanghai immediately to devise measures to put an end to the dispute with the co-operation of the local Tangpu and other political organs."

GENERAL LABOUR UNION'S INSTRUCTIONS TO WORKERS.

"Unable to bear the intolerable oppression of workers by the Shanghai Power Company, the entire body of workers went on a "go-slow" strike. The strikers who have some consideration for the peace and order in the community are maintaining the distribution of electricity.

"According to a report from the workers Union, the 3 shifts of workers operating the distribution of electricity have repeatedly requested permission to join the movement.

"It is true that the distribution workers are willing to act in concert because their hardships have become greater day by day. Should the distribution of electricity be stopped for one day, terror would reign in the community and it is probable that other incidents might arise.

"Apart from requesting the Central authorities, the local Tangpu and other political organs to devise ways and means immediately to cope with the dispute with a view to bringing about an early settlement, we hereby instruct the workers Union to notify the distribution workers not to

stop the distribution of electricity unless they were compelled to do so."

LOCAL PUBLIC BODIES ENTERTAINED.

The General Labour Union gave an entertainment on the evening of October 8 to about 60 leaders of various public bodies, including Wong Chao-lai of the Shanghai Chinese Chamber of Commerce, Ling Kong-han of the Bankers Association, Dao Loh-ging of the Chinese Ratepayers Association, Chang Ts-lie of the Nanking Road Street Union, Loh Pah-hoong of the Nantao Tramway Company, Liu Hoong-sung, an industrial magnate, Wong Tien-pang and Wu Han-ts of the newspaper circles, etc.

Chu Hsueh-van, who presided, reported that at the beginning of the trouble, local Tangpu and other political organs and Mr. Jones, Secretary of the S.M.C., had attempted to mediate, but without result, owing to the firm attitude adopted by the Company. Since the taking over of the premises by the Shanghai Power Company, about 400 hands have been dismissed. It is recalled that the Power Company when controlled by the S.M.C. seldom dismissed its employees, but general dismissals for trivial offences are now the order of the day. Recently, the dismissal of three hands without sufficient cause, incited the other employees to strike. Owing to the obstinate attitude of the management, the strike has reached its present magnitude. The workers are willing to make concessions in order to prevent the trouble from increasing, and causing serious inconvenience to the public. The leaders are expected to submit proposals which will be accepted by the General Labour Union and will be the means of ending the dispute at an early date.

Ling Kong-han of the Bankers Association in submitting his views about the present labour dispute stated that the public must first ascertain the "sincerity" of the management in conducting negotiations. If the management is at fault,

Chinese directors and shareholders should withdraw their interests from the Shanghai Power Company in order to safeguard the rights of Chinese labourers.

Ou Tse-hou states that without unity no person can exist and that it is not reliable to depend upon others. He expresses the hope that various bodies would unite and render energetic support to the oppressed Chinese workers.

Chang Tse-lien, in the course of his statement, states that the Chinese shareholders of the Shanghai Power Company should make some strong expression and that all subscribers and Citizens Federations should adopt an attitude of non-co-operation towards the Company. If a settlement cannot be arrived at, we should cease using electricity as a protest. At the same time, the Chinese ratepayers and Chinese members of the S.M.C. should give voice to their views and not make arrangements with the management in a humble manner.

GENERAL LABOUR UNION'S REPORT TO THE PUBLIC.

After the Shanghai Power Company took over the Electricity Department of the S.M.C., the Company, being anxious to amass wealth, and relying on the monopoly, planned to increase the electricity charges. It began also to dismiss long-service and meritorious workers. It is estimated that about 400 hands have been dismissed.

The Electricity Department of the S.M.C. adopted methods to encourage workers to remain at their duties diligently and the agreements which were drawn up by the S.M.C. for the workers when the enterprise was handed over to the Shanghai Power Company were destroyed by the management of the Company. The rights which workers had secured as a result of their merit were ignored. We detailed representatives to open negotiations with the Company and to request the Chinese members of the S.M.C. to mediate, but the representatives were dismissed for opening negotiations and the mediations by the Chinese members of the

S.M.C. had no result. Following upon the unsuccessful interventions by Mr. Jones of the S.M.C. and the representatives of the local Tangpu and other political organs, the workers could not help but declare a "go-slow" strike as a warning to the Shanghai Power Company in a manner that will not affecting the rights of the community.

Instead of changing its obstinate attitude, the management went so far as to close the gates of its factories and declared a lock-out.

We are fully aware that the anger of the oppressed men will result in incidents. We hereby hope that all electricity subscribers who have the right to supervise a public utility enterprise will rise and uphold justice as a warning to the obstinate management for disregarding the rights of the public and for being too anxious about amassing wealth. Ways and means to effect an immediate settlement of the dispute should be devised and both the Chinese and foreign employees should make every effort to establish a permanent foundation for co-operation.

The Electricity Department of the S.M.C. was in business for about 30 years in the course of which, with the exception of the May 30 Affair, not an incident happened.

The Shanghai Power Company has been in control of the same enterprise for four years during which period no fewer than 10 disputes have arisen and which did not become serious because of the advice given by this Union. The present tense labour situation in the Shanghai Power Company was caused by the management, for had the latter been sincere about effecting a lawful settlement of the dispute during the negotiations by representatives of the workers and the mediation by Messrs. Yuan Lee-tung, Zee Hsih-loh, Chinese members of the S.M.C., and Mr. Wang Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, the present situation would not have arisen. On the contrary, the

management not only rejected the negotiations of the workers' representatives but was also ~~[illegible]~~ insincerity towards the mediation by Messrs. Yuan Lee-tung, Zee Hsin-loh, etc.

In the beginning there were no changes in the method of the administration of the Company by the Shanghai Power Company, yet the S.M.C. had operated the undertaking without any disputes, while the Shanghai Power Company has caused the present dispute to become more serious. It is evident that the trouble may also be due to mis-management.

When the plant was run by the S.M.C., any worker who completed 20 years' service was given a superannuation of 5% of the total wages received during the period of his employment. This action of the S.M.C. removed all trouble during the past 20 years.

The present labour trouble arose through the dismissal of workers by the Shanghai Power Company. We admit that the terms of the superannuation fund of the Shanghai Power Company are better than those of the S.M.C., but the Company resorts to the use of "smoke screens" when dismissing workers. The dismissed workers are mostly those who have had several tens of years of service, and the Company brought false accusations against them so as to evade the payment of their superannuation funds. It is planning to dismiss all workers with about 15 years' service so that their superannuation fund might not be paid. The management has been dismissing workers without cause, as can be proved by the dismissal of 120 long-service workers in May last year. The dismissed men were replaced by temporary workers with a view to curtailing the monthly wages bill.

The Company has secured extra revenues from the increase in electricity charges. According to present circumstances, it is not necessary for the Company to submit the proposal of curtailing the expenses and the meritorious

workers should be granted better treatment. For instance, foreign workers, apart from the grant of a long leave, have an annual leave of two weeks to one month, but Chinese workers are not allowed leave. Foreign workers may study without cost, but no Chinese. Foreign workers are given a retiring gratuity of 10% of the total wages received during the period of their employment while the Chinese hands have a superannuation of 5% only the payment of which the management has been planning to refuse. Apart from the General Manager, about 200 foreign employees have been engaged and the total pay roll is $200,000 whilst the number of Chinese employees employed is estimated at about 2,500 and the total pay is $90,000.

Being avaricious, the Company has dismissed experienced hands with long service and replaced them with new hands at a cheaper scale of wages. There is no questioning the fact that ability in the service is at a discount, and in consequence of this, all the subscribers will suffer. If, unfortunately, the refusal of the Company to comply with the lawful and just demands causes untoward incidents, the subscribers and the community would be seriously affected.

For the sake of the subscribers and the community, we have exerted every effort to advise the workers that the hands of the Distribution Department are not to go on a "tai-kung" or strike, and that they are to make concessions in their demands so that the hope of this Union for an early settlement of the dispute may be realized immediately.

The demands of the workers are as follows:-

1. That any employee having completed one year's service upon being discharged by the Company should be given a retiring gratuity equivalent to 3 months' pay and a superannuation of 5% of the total wages received during the period of his employment (all benefits to be forfeited if the employee is convicted of a crime by the Court).

2. That the Rules governing the dismissal of Chinese employees be clearly stated.

3. That a yearly bonus equivalent to one month's pay be granted at every year-end to those employees having one year's service with the Company.

4. That with regard to the 400 hands who were dismissed without cause or discharged by the Company, seven be reinstated.

5. That wages for the period of the "go-slow" strike be paid.

According to the representatives of this Union, the above demands are reasonable. With a view to respecting the rights of the public, this Union requires only a legal settlement of the dispute and will endeavour to persuade the employees not to take the law into their own hands.

GENERAL LABOUR UNION'S MANIFESTO.

We realize that the electricity supply is a public utility which is of great importance to the community. We have advised the workers to maintain the distribution of electricity in order that the subscribers may not be affected and have made a detailed report to the public asking for a fair trial.

Recently, the Company has engaged a large number of white Russians to replace the Chinese workers on strike. Such action aggravates the strikers, and it is evident that the Company does not intend to settle the dispute. Should the dispute remain unsettled, it is to be expected that untoward incidents will occur which will affect the prosperity and peace of the public.

The present dispute arose through the dismissal by the management of 3 workers, but many dismissals and the refusal of the Company to pay just gratuities during the past few years have induced the workers to adopt a firm attitude.

Since the electricity supply is an enterprise closely connected with the prosperity of the public and peace and order in the community, we should settle the dispute, thereby preventing the outbreak of more unfortunate incidents. Our efforts have been unsuccessful. We ask the public to give a just verdict and we will abide by it."

LETTER TO THE MEMBERS OF THE S.M.C.

Fearing that the strike in the Shanghai Power Company might seriously affect the public, this Union has made every effort to settle the trouble. Although representatives of political organisations, such as Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, Mr. Yuan Lee-tung and Mr. Zee Hsin-loh, Chinese members of the S.M.C., have submitted proposals to the Company, the Company refused to accept them and maintained a firm attitude. The Company also paid no heed to the proposals of Mr. Jones, Secretary of your Council which followed the petition of the workers. The workers were obliged to declare a "go-slow" strike as a protest to the Company's actions. The strike took place owing to the Company declaring a lock-out. In accordance with the advice of this Union, the distribution hands are still working and public order has not been affected. We cannot guarantee that distribution will be maintained. Therefor , this Union held a conference with leaders of the society and asked them to preserve peace and order. Up to the present, the Company has no definite policy and has done nothing except publish a letter containing false statements. There can be no doubt that the Company intends to ignore the advice of this Union. As the Council is responsible for maintaining peace in the Municipality, you should give your whole attention to the matter, and carefully examine the letter addressed to the various bodies and the reply to the workers of this Union.

This Union has done its utmost to persuade the workers to modify their demands, and should the Company refuse to accept these it is evident that the Company refuses to consider public right and municipal administration.

Your Council for the sake of public peace should advise the head office of the Company in America to change the present management, otherwise besides ignoring the proposals of Mr. Jones, they will also ignore the authority of the Council.

We hope that the Council will help this Union in settling this dispute, and await a reply to this letter.

NOTICE REQUESTING THE SUPPORT OF THE PUBLIC.

Twenty-nine days have already elapsed since the dispute arose in the Shanghai Power Company, which later developed into a labour strike through the oppresive act of the Company in declaring a lockout.

Before the "go-slow" strike took place, our Union had spent six months in seeking ways and means to solve the labour problem of the Company, because the workers had submitted a demand to the Company which if granted would have ensured the protection of their interests. The indiscriminate dismissal of employees had aroused discontent, and the present workers were afraid of meeting the same fate and facing the misery of unemployment.

The object of the present workers' demands is not directly concerned with superannuation. They are struggling to gain security in their livelihoods and interests. It is only just that this security should be gained after twenty years diligent service. The S.M.C. respected the workers' merits in this public utility business, and asked the Company to reward such merit. The former Chief Engineer and concurrently the General Manager of the Company knew full well

that the Chinese workers were deserving of merit and in his written statement to the Board of Directors, he emphasized Article 14 of the workers agreement which states that the security of workers positions and interests would be respected by the Company in the same manner as before. In supporting this statement, the Head Office in America had dispatched a telegram to China promising that the careers of all Chinese workers in the Shanghai Power Company would be protected. Thus we have definite proof that the Chinese workers have already secured the right to the protection of their interest and positions. Now, the present manager of the Company disregards both the promise of the Company in America and the statement of Mr. Aldridge, the former Chief Engineer and General Manager, and has wantonly destroyed the security of the workers' interests. In the first place, some 400 workers were deprived of their livelihood by this management. Lately, four other workers have been dismissed for opening legal negotiations with the Company. Again, three workers have been discharged for discussing the question of the protection of the workers. According to these facts, it is evident that the Company should bear the responsibility of breaking its promise and disregarding the rights of the workers. The workers did not go on strike without sufficient reason, because it was only after the Chamber of Commerce, the local official and Kuomintang organ, the Chinese members of the S.M.C. and Mr. Jones of the S.M.C. had failed to find a remedy for the trouble, that the workers commenced a "go-slow" strike to serve as a warning to the Company. The Company must not forget that several proposals were submitted beforehand, neither did the workers go on strike without first giving reasons. To state that the strikers was instigated by a few ringleaders who hoped to obtain profit from the movement is utterly false. Are the workers foolish enough not to protest when their interests are at stake? The workers

have their own interests to protect therefore the "go-slow" strike is a reasonable movement. The strikers have accepted our advice to maintain the supply of electricity for the public, and we believe that the condition of the workers is a subject for sympathy and that the obstinate attitude of the Company is maintained with a view to prolonging the strike. The Company pays no heed to public welfare and is interested only in private gain, so it ignores the mediations and good wishes of the representatives of the Kuomintang and other political organs, the chairman of the Chamber of Commerce, the Chinese members of the S.M.C., and Mr. Jones, Secretary of the S.M.C. The rejection of the workers demands is entirely unreasonable and the letter addressed by the Company to the public contains many false statements which mislead the public. Furthermore, the Company maintains an autocratic attitude and continues to dismiss workers. This attitude of the Company has prevented our Union from introducing the policy of co-operation between labour and capital and has lowered the prestige of our Union. Our endeavours to mediate in the dispute are unable to change the attitude of the management of the Company. We know full well that this oppression may have serious consequences, so, in future, if the workers indulge in acts which affect the peace and safety of society and inconvenience the subscribers to the Company, the responsibility of having caused the trouble cannot be evaded by the Company.

We know that our prestige has already been destroyed and our efforts are exhausted, so we are forced to repeat our cry for public assistance. We hope that the Kuomintang and political organs, the municipal councillors, and the enthusiastic members of the various public organisations will quickly devise measures to prevent incidents occasioned by the workers forced by circumstances to go to extremes.

Appendix.

The demands of the workers are as follows:-

1. That any employee having completed one year's service upon being discharged by the Company should be given a retiring gratuity equivalent to three months' pay and a superannuation of 8% of the total wages received during the period of his employment (all benefits to be forfeited if the employee is convicted of a crime by the Court).

2. That the Rules governing the dismissal of Chinese employees be clearly stated.

3. That a yearly bonus equivalent to one month's pay be granted at every year-end to those employees having one year's service with the Company.

4. That with regard to the 400 hands who were dismissed without cause or discharged by the Company, seven be reinstated.

5. That wages for the period of the "go-slow" strike be paid.

We hereby give the following explanation for the five demands submitted by the workers:-

In the first place, we have to declare on behalf of the workers that the dispute was not caused by the dismissal of certain workers. The strike arose through the desire of the workers to protect their livelihood and rights in the future. This can be proved by reading demand No. 4 which stipulates that seven persons out of the 400 dismissed workers be granted reinstatement.

Secondly, with a view to helping the management, the workers have abandoned the demand for reinstatement of the 400 dismissed or discharged workers with the exception of seven already mentioned. According to the demand No. 2, the workers express their willingness to observe the rules governing the dismissal of workers by the management for committing offences which consitute violations of the Rules.

This shows that this attitude of the workers is reasonable.

In the third place, the three other demands were based on the Factory Law and the circular procedure of treatment of workers; they cannot be considered unreasonable. In pursuance of the promise "We are anxious to have the employees become members of our body" promulgated by the concern in America, those employees who are considered to have been loyal and faithful to their duties by the Company are to be granted an increase in their superannuation fund and are to be treated like the foreigners.

The letter of Mr. Aldridge, the former manager, addressed to workers is appended.

"Following the purchase of the Electricity Department of the S.M.C. by the Company, I know there will be many workers who fear for their positions. This fear will arise because you do not quite understand the plan of the Board of Directors of the Special Electricity Department and Article 14 of the agreement published by the Board which directs that special attention will be paid to the interests of workers and to the protection of workers positions. All workers will continue to occupy their usual positions. The representatives of the American Power Company assure me that no alteration in the conditions of workers will be made. The Power Company in America has sent a telegram to assure you that no alterations will be made."

The telegram is reproduced as follows:-

"To Mr. Aldridge,

Our International Company hereby welcome you as a member. All our members will protect the interests and positions of the employees of the Shanghai Company. We believe that the new Company in Shanghai will depend greatly on the co-operation of its workers."

Article 14 of the Memorandum of the Special Committee for the sale of the Electricity Department of the S.M.C. provides that the Shanghai Power Company should accept completely the obligations of the S.M.C., such as the payment of annual bonuses, superannuation fund and other rights of both the Chinese and the foreign employees of the Electricity Department and recognise the employment of the employees and no worker be dismissed except for inability, negligence in the execution of duty or other causes as stipulated in the agreement with the S.M.C.

In conclusion, our Union has to state that we have done our best to promote mediation to settle the dispute. Following the strike of the workers, we advised the workers to maintain the distribution of electricity with a view to maintaining public safety and the rights of the subscribers. Of late, we raised funds to assist in providing livelihood for the workers in order that the trouble might not reach serious dimensions and to publish a statement to-day for the information of the public. Hereafter, we shall not publish further statements owing to lack of funds or it may be that we shall have no further opportunity of publishing them. We hereby request the public to give its support to this just cause.

WORKERS' LETTER ADDRESSED TO THE PUBLIC BODIES.

The 2,000 strikers of the Shanghai Power Company on November 15 issued the following letter addressed to various public bodies refuting the statement published by the management on November 14 in various local newspapers:-

"In its statement, the management declares that the wages of Chinese employees have been increased by 26%. Supposing this be so, the wages of an employee which were $50 formerly will now be $63. But those workers whose pay was $50 formerly are now paid $51 only. Thus we can see

how the Company misleads the public.

It adds that since 1928, the Company has discharged 21.6 per cent of foreign employees and 18.1 per cent of Chinese employees. This shows that the Company has violated the agreement concluded during the handing over of the firm by the S.M.C. and the statement of Mr. Aldridge, the former Chief Engineer and General Manager, about the security of the workers' interests. The management is not sufficiently acquainted with the methods of administering the firm to make progress in the power enterprise.

The measures regarding gratuities are truly better than those adopted by the S.M.C., but to say that the gratuities have already been paid is absolutely absurd because the workers named Vai Lih-zung, Pan Kan-lin, Nyi Wen-fu, Chang Zai-sun and Chen Pao-kan who were dismissed for opening negotiations with the Company and Ying Ping-kan, Tai Zung-hang and Sih Ah-pao recently discharged without cause have so far not received any retiring gratuities except their wages. More men among the 400 dismissed have not obtained any gratuities to date. Let us ask whether the Company is able to give evidence of the fact that the discharged men have already received the grants.

Some time ago, Vai Lih-zung, Chu Hou-sun, Chiang Tseng-min and Nyi Wen-fu represented the workers to open negotiations with the Company, but without result. When they called on the management again and made a second request, Vai Lih-zung was dismissed. The request submitted by the entire body of foremen was also ignored. On July 3 this year, Nyi Wen-fu, Pan Kan-lin, Chang Zai-sun and Chen Pao-kan were detailed as representatives to open negotiations with the Company over the question of the payment of superannuation fund. In consequence, these representatives were likewise dismissed. Further requests made by the employees

met with no result.

At the request of the Labour Union, the local Tangpu and other political organs have twice despatched officials to make investigations and to act as mediators in the dispute. But the offer of mediations was not accepted by the management.

Chu Hsueh-yan, Shao Hsu-bah and others have requested Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, and Messrs. Yuan Leetung and See Hsin-loh, Chinese members of the S.M.C., to mediate. The attempt to mediate produced no result through the obstinate attitude of the management.

At the request of 200 workers, Mr. Jones, Secretary of the S.M.C., then called at the Company and offered proposals to settle the dispute, which were also rejected.

The above statement reveals that we have done our utmost to avert the outbreak of the "tai-kung" which was immediately followed by a strike owing to the fact that the Company ordered their gates to be closed and refused admittance to the workers after a "tai-kung" had been declared.

MANIFESTO OF THE 4TH DISTRICT WATERWORKS & ELECTRICITY TRADE WORKERS UNION.

With its huge capital, the Shanghai Power Company bought over the Electricity Department of the S.M.C. and regarded this public utility enterprise as a private organ from which it could secure benefits. Regardless of the economic depression in the community, the Company unhesitatingly introduced its new electric meters, thereby effecting an increase in electricity charges.

Under the pretext of bad business, the Company in June last year dismissed about 130 workers but later

engaged some 100 temporary hands. Obviously, the object of the dismissals was only to deprive the workers of their superannuation fund, and yearly bonuses. Yet the workers were patient and did not argue with the Company.

More oppressive measures were adopted by the imperialistic Company which further dismissed without cause 4 hands in July this year. Relying on its imperialistic influence, the Company rejected the offer of mediation by Messrs. Zee Hsin-loh, Yu Yah-ching and Yuan Lee-tung, Chinese members of the S.M.C., Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce, and representatives of the local Tangpu and other political organs. While the Chinese members were submitting other proposals, the obstinate management again dismissed three more workers and refused to agree to the issue of superannuation fund to the workers.

In short, the imperialistic capitalists have regarded the Chinese workers as being of no importance. For the dignity of our nation and the rights of our workers, we will struggle to the bitter end. We earnestly hope that the public will give us their sympathetic assistance.

JOINT MANIFESTO OF THE S.P.C. EMPLOYEES MUTUAL BENEFIT SOCIETY.

Relying on its immense capital and the authority of extraterritoriality, the Shanghai Power Company has monopolized the public utility electric enterprise. It has commenced an increase in electricity charges and violated the rights of our employees. From time to time, the Company attempted to discharge the employees who had been in the employ of the S.M.C. At first about 130 hands of the old plant were unconditionally discharged but owing to the intervention of Lawyer Loo Jeh, the discharged men received a small amount for retiring gratuities. In 1933, about 20 staff members were discharged. The dismissal

of workers never occurred during the administration of the firm by the S.M.C.

With a view to protecting the existence of their own rights, the Workers' Union and the Staff Members Association were organised. Relying on the influence of the imperialists, the Company used force to destroy the organised labour union. 4 representatives of the Union were dismissed for opening negotiations with the management. Some time ago, the Mutual Benefit Society in view of the continuous discharge of employees despatched a letter to the Company requesting it to pay attention to the stipulations of Article 14 of the agreement, but to date, no reply has been given. Later, the employees jointly submitted the demands for the protection of the employees handed over by the Electricity Department of the S.M.C. and an improvement of conditions of employees. These demands were ignored by the management. Recently, the Company dismissed three more men on some pretext and attempted to misappropriate the superannuation of [illegible] of the total wages. The hands then went on a "go-slow" strike to serve as a warning to the management whereby the latter refused to allow the workers to enter the premises, announced the dismissal of the entire body of workers of the new plant and disregarded the intervention of the Chinese members of the S.M.C., the local Tangpu and other political organs. Therefore, the hands of the two plants were compelled to act in concert. Although the present dispute is between employers and employees, yet it is also a movement to resist the mighty Powers and maintain the existence of justice and the existence of the whole Chinese race. We shall not be overwhelmed by force and hope that the public will give their sympathetic support to the strikers.

4TH DISTRICT WATERWORKS & ELECTRICITY TRADE WORKERS UNION'S LETTER TO THE S.M.C.

Our workers were formerly in the employ of the Electricity Department of the Council. We were given good treatment and there was sincere co-operation between the workers and the employers. Therefore, trouble seldom arose.

Since the purchase of the Department by the Shanghai Power Company, the latter has been making use of this public utility enterprise as a means of enriching a few individuals. The workers are frequently oppressed. Although the Company has been in business for about three years only, over 500 workers have already been dismissed. The workers' benefits formerly given by the Council have all been cancelled by the Company.

In April this year, four workers were unreasonably dismissed. We requested Messrs. Yu Yah-ching, Hee Hsin-loh and Yuan Lee-tung, Chinese members of the S.M.C., and Mr. Wong Shao-lai of the Chinese Chamber of Commerce to mediate, but the Company ignored the mediation. Furthermore, the management of the Company has dismissed two more long-service workers on the ground that they were lazy. Recently a worker was also dismissed after he had applied for three days' leave owing to serious illness. The Company is now refusing to grant a pension to the workers under the pretext that the Company had the right to alter the regulations. All these acts are unreasonable. Therefore, we have reluctantly decided to declare a "go-slow" strike. We shall strictly observe peace and order during the strike and no unlawful action will be taken. As your former employees, we request the Council to render us assistance."

REASONS FOR SUBMITTING THE WORKERS' DEMANDS.

The 4th District Waterworks & Electricity Trade Workers Union has published the following reasons for the five demands submitted by the workers:-

1. That any employee having completed one year's service upon being discharged by the Company be given a retiring gratuity equivalent to three-months' pay and a superannuation of 5% of the total wages received during the period of his employment (all benefits to be forfeited if the employee is convicted of a crime by the Court).

The Company must comply with the issue of pensions as arranged by the S.M.C. Refer to Article 14 of the Memorandum of the Special Committee for the sale of the Electricity Department of the S.M.C. Whenever an employee is discharged, his livelihood will be difficult; therefore the Company should grant him retiring gratuities in order to enable him to meet expenses. Such measures have been adopted by other factories and cannot be considered extravagant.

2. That the rules governing the dismissal of Chinese employees be clearly stated and notified to all employees.

Factories have the rules governing promotions, rewards and fines on employees. As the Power Company has dismissed workers of its own accord, we cannot but submit a demand for the enforcement of the rules with a view to averting future disputes.

3. That a yearly bonus equivalent to one month's pay be granted at every year-end to those employees having a full year's service with the Company.

The workers will never be able to save money if they have only sufficient to avoid starvation every month. We cannot help submitting this demand to facilitate the workers to meet their expenses during the Chinese New Year Festival. As to the workers, the bonus received by them for their one year's labour will encourage them to work more diligently. Furthermore, such measures have been adopted especially in Shanghai by various Chinese and foreign factories, such as the Chapei Waterworks & Electricity Plant, the

Nantao Electricity Company and the British-American Tobacco factories.

4. That with regard to the 400 hands who were dismissed without cause or discharged by the Company, seven be reinstated.

Nyi Wen-fu, Pan Kan-lin, Chang Zai-sun and Chen Pao-kan were dismissed for having acted as representatives to open negotiations with the Company over an increase of compassionate grants to a worker named Chow Kan-fah who was killed while on duty. It is absurd to dismiss them.

Tai Zung-hang was dismissed for having left work. Sih Ah-pao was dismissed and alleged by the Company to have voluntarily tendered his resignation when he was unable to call at the plant for an extension of his sick leave due to his serious illness. The employment of Ying Ping-kan was dispensed with by the Company on the grounds that he had slept in the Machinery Room while on duty. The allegations were regarded as untenable, because it was a physical impossibility for any worker to sleep with the machinery in operation. As the reasons for the dismissal of those seven men were not sufficient, they should therefore be reinstated.

5. That wages for the period of the "tai-kung" and the strike be paid.

The dispute arose through the indiscriminate dismissal of workers and the refusal of the issue of pensions by the Company . As the present strike of workers of the Shanghai Power Company has been caused by the refusal of the management to allow the workers to enter the premises, the ~~[illegible]~~ blame should rest with the Company and undoubtedly, the wages of the workers for the period of the "go-slow" strike should also be paid by the Company.

MANIFESTO OF THE CHINESE CHAMBER OF COMMERCE.

In a manifesto, the Shanghai Chinese Chamber of Commerce alleges that the Shanghai Power Company has rejected the lawful mediation of the Chinese official organs, thereby prolonging the trouble. The Chamber expresses its regret that the Company has not considered the importance of co-operation between the employers and the workers in such a public utility enterprise. The manifesto is published to draw the attention of the Company concerned.

CHINESE CHAMBER OF COMMERCE'S LETTER TO THE S.M.C.

Twenty days have passed by since the outbreak of the labour trouble in the Shanghai Power Company. We recognise that strikes are usual occurrences but they ought to be settled either by direct consultation between the employers and employees or by the mediation of a third party. Such methods are usual even in the Chinese owned factories in Shanghai.

The Shanghai Power Company has refused to adopt either course of consultation or mediation by a third party. The Company is only desirous of treating its employees like the lowest coolies and this attitude which is adopted in other civilised countries to settle the labour troubles will not be tolerated in the Far East.

We earnestly hope that the Council would warn and correct the policy now being adopted by the Shanghai Power Company.

CHINESE RATEPAYERS ASSOCIATION'S LETTER TO THE S.M.C.

This Association had protested against the sale of the Electricity Department by your Council, because a public utility enterprise should be controlled by the Municipality of Greater Shanghai, otherwise the public and the workers would be at a disadvantage, if the concern was

administered by a private body aiming at amassing wealth.

At the time when the firm was administered by your Council, the electricity charges were very low. The charges were increased owing to the high cost of coal, but the firm has not lowered the charges as a result of the slump in the price of coal.

According to a certain person familiar with the inner affairs of the Company, the speed of the new electric meters is much higher than that of the old ones. The management's treatment of workers is entirely wrong; it dismisses senior workers of high wages in order to curtail expenses and engages workers from other places. Recently, the Company abolished the grant of gratuities as arranged some time ago by your Council. From 1893 to 1929 when the electricity Department was conducted by your Council, no labour disputes arose except that arising from the May 30 incident. But since the taking over of the concern by the Shanghai Power Company, labour disputes have become common. Fortunately, the workers who were in the employ of your Council have been well-trained and are fully aware of the importance of the rights of the public. The hands have endured the fact that they are being intolerably oppressed. Unexpectedly, the Company contrary to the National Recovery Act of President Roosevelt intensified the oppression of the Chinese workers which action might have caused unprecedented incidents.

It is your duty to intervene in the dispute, and the Council should not overlook the rights of the public and shift the responsibility to others. We hereby request your immediate intervention.

CHINESE RATEPAYERS ASSOCIATION'S LETTER TO "GO-SLOW" STRIKE COMMITTEE.

We were informed that the Shanghai Power Company had dismissed without cause the workers employed by the S.M.C. Electricity Department, refused to issue superannuation fund

and rejected the offer of mediation by Messrs. Zee Hsin-loh, Yuan Lee-tung, Chinese members of the S.M.C., and Mr. Wong Shao-lai, chairman of the Shanghai Chinese Chamber of Commerce. We regret this contempt for the rights of the workers and for the mediators.

The hands were obliged to go on a "go-slow" strike to serve as a warning to the management whereupon the latter declared a lock-out which undoubtedly aroused the anger of the public.

We hereby hope that the workers will regard the rights of the people and will not follow the actions of the Shanghai Power Company and go to extremes. Apart from despatching a letter to the S.M.C. to make a just settlement, we give you this reply for the information of the workers.

JOINT LETTER OF VARIOUS SHOP-OWNERS ASSOCIATIONS TO S.M.C.

The Dried Goods Shop-owners Association, the Money Exchange Guild, the Sugar Merchants Association, the Vegetable Hong-owners Association and about 20 other trade associations on November 12 sent the following letter to the S.M.C.:-

"Electricity is used by all public utility enterprises and shops. Should a settlement of the trouble in the Shanghai Power Company be delayed, trouble may arise and unrest may be felt among the citizens with a subsequent loss to the commerce. The blame should rest on the Company.

"The Council is a supreme organ established for the benefit of citizens in the International Settlement. It has the right to direct the Shanghai Power Company. It should issue a strict order to the Company to accept the lawful mediations by the Chinese Government."

LETTERS FROM VARIOUS BRANCHES OF DISTRICT CITIZENS FEDERATIONS

The 17th, the 26th and the 29th Branches of District Citizens Federation have despatched letters to the S.M.C. and the Shanghai Power Company requesting them to devise

ways and means to bring about an early settlement of the dispute, otherwise the Company should be held to blame if any incidents occur and cause heavy losses to business men.

LETTER FROM VARIOUS FELLOW PROVINCIALS ASSOCIATIONS TO CHINESE MEMBERS OF THE S.M.C.

Owing to the conduct of the management, there have been many labour disputes in the Shanghai Power Company during the past year. The recent strike is the most serious one. The situation is becoming more serious. If the strike continues, untoward incidents may be expected. For this reason, we request you to mediate in the dispute so that the interest of the public may not be endangered and the anxiety of the Chinese workers of the Company may be relieved.

JOINT MANIFESTO OF VARIOUS FELLOW PROVINCIALS ASSOCIATIONS.

The electricity supply is an important public utility and therefore, the electricity enterprises in other countries throughout the world are conducted by the respective governments.

It is only four years since the Electricity Department of the S. M.C. was taken over by the Shanghai Power Company, but owing to the inexperience of the latter concern in administering a public utility enterprise, disputes between the management and the workers have frequently arisen.

Of late, the dismissal of workers and the refusal of the payment of pensions by the management have caused discontent among the workers.

In the present crisis, the workers have expressed their willingness to make concessions yet the management, disregarding the rights of all subscribers, refuses to settle the dispute.

Many members of our associations are subscribers of the Shanghai Power Company and should the distribution of electricity be stopped one day, all the subscribers would

be greatly affected.

We have held meetings to discuss measures to cope with the matter and we resolved to give our support to the workers if necessary. We hereby request all public bodies to submit proposals with a view to settling the dispute and maintaining peace and order in the community.

LETTER OF CONSOLATION TO THE "GO-SLOW" STRIKERS.

You have been at variance with the management of the Shanghai Power Company for about 20 days. The dispute has not been settled owing to the obstinate attitude adopted by the management. However, you have maintained the supply of electric current, which shows that you have considered the interests of the public. We are quite satisfied with your action. Besides requesting the Shanghai First and Second Special Districts Citizens Federations to discuss measures for the settlement of the dispute, we have requested the Chinese members of the S.M.C. to continue their efforts at mediation. We hope you will continue the maintenance of the supply of electricity to the public.

LETTER FROM THE NINGPO FELLOW PROVINCIALS ASSOCIATION TO THE S.M.C.

The Shanghai Power Company has obstinately refused to consider the proposals which would be beneficial to both the Company and the labourers. Such action on the part of the Company aggravates the workers, affects the convenience of all subscribers, and constitutes a disregard of peace and order in the community. The blame should rest with the Company if any untoward incidents occur.

We hereby request you to invite Mr. Jones, Secretary of the Council, to mediate in co-operation with Messrs. Yuan Lee-tung, Wong Shao-lai, Zee Hsin-loh and representatives of the local Tangpu and other political organs. Both the

management and the labourers should be instructed to make concessions so that the dispute might be amicably settled.

LETTER FROM THE CHEKIANG FELLOW PROVINCIALS ASSOCIATION TO THE S.M.C.

According to a report from our members in the International Settlement, the "go-slow" strike in the Shanghai Power Company was caused by the action of the Company in disregarding the conditions of employment of workers and the failure of negotiations with the management. Fortunately, the distribution workers are still observing the order of the Union to maintain the distribution of electricity in order not to affect the peace and order in the community.

The dispute in the Shanghai Power Company has become serious and it is inevitable that a critical situation will ensue and our members will suffer heavy losses.

We hereby request you to instruct both the management and the workers to open negotiations and to bring about an early settlement. Any party which adopts an obstinate attitude cannot evade responsibility for the forthcoming losses.

LETTER FROM THE ZANGCHOW FELLOW PROVINCIALS ASSOCIATION TO THE S.M.C.

Of late, newspapers report that the "go-slow" strike in the Shanghai Power Company arose through the frequent dismissal of workers by the management. Owing to the firm attitude adopted by the management, the labour situation has reached serious dimensions. The question of the entire ~~hung~~ safety of the community is at stake, and should any untoward incidents occur, the citizens would be indirectly affected.

The Council should pay attention to the matter, otherwise the Council cannot evade responsibility for any

trouble which may arise although the blame should be borne by the Shanghai Power Company.

We hereby request you to order the Company to effect an early settlement of the dispute.

LETTER FROM THE KIANGSU FELLOW PROVINCIAL ASSOCIATION TO THE S.M.C.

Most of our members are subscribers of the Shanghai Power Company. The present "go-slow" strike arose through the bad treatment of workers by the Company, and to date, the dispute which could have been easily settled, has been spreading day by day as a result of the obstinate attitude on the part of the Company.

In consideration of the rights of the subscribers, the workers are still maintaining the distribution of electricity.

The situation has been growing steadily worse owing to the insincerity of the Company, and in the event of the management failing to see reason in the near future, the hands would be compelled to abandon the maintenance of electricity distribution. Consequently, untoward incidents might occur, thereby causing our members to sustain business and other kinds of losses for which the Company should be held to blame.

The Council, being a supervisory organ, is requested to place restrictions on the unreasonable delay in a settlement by the Company so that our members may not be affected.

SUPPORT OF VARIOUS LABOUR UNIONS.

About 100 labour unions, including the Shanghai Postal Workers Union, the Postal Staff Members Union, the 4th District Rolled Tobacco Trade Workers Union, the Dried Goods Trade Workers Union, the 1st District Ordure Coolies Union, the 10th District Cotton Weaving Trade Workers Union, the

4th District Silk Spinning Trade Workers Union, etc. on November 13 issued a joint manifesto emphasizing their support to the strikers.

In a letter dated September 29 to the 4th District Waterworks & Electricity Trade Workers Union, the Postal Workers Union states that the postal workers will support the strikers.

At 2 p.m. October 25, the Shanghai General Labour Union held a meeting at which about 100 persons representing some 70 labour unions were present.

The following resolutions were passed:-

1. That the various labour unions do their utmost to contribute funds to the "go-slow" strikers of the Shanghai Power Company and that a petition be submitted to the General Labour Union to draw up detailed measures governing the collection of the contributions.

2. That the various labour unions issue manifestos concerning the labour trouble in the Shanghai Power Company.

DIARY ON IMPORTANT AFFAIRS.

September 29. The 2,000 workers of the new plant became angry when the negotiations opened yesterday by six foremen with Mr. Elmer, of the plant were rejected. The workers then voluntarily commenced a "go-slow" strike from this morning.

The 4th District Waterworks & Electricity Trade Workers Union immediately submitted a report to the local Tangpu and other political organs, and issued a letter addressed to the workers.

The management issued a circular instructing the strikers to resume work before 2 o'clock in the afternoon, but up to the evening, none of the strikers returned to duty.

September 30. The gate of the new plant was closed by the management. The workers were refused entry to the premises but informed that they had been discharged.

Next morning, the entire body of hands called at the General Office on Kiangsi Road and asked for the payment of pensions, but without result. At noon, representatives were detailed to submit an appeal to the S.M.C. asking for assistance and were received by Mr. Jones, Secretary, and Mr. Ho Tuh-kwei, Associate Secretary of the Council, who informed them that a reply would be given after they had discussed the matter with the Company.

In the afternoon, the 4th District Waterworks & Electricity Trade Workers Union called a meeting of chiefs of various departments of both the new and the old plants, at which it was resolved to form a "Go-slow" Strike Committee.

October 1. About 200 workers of the old plant on Fearon Road joined the "go-slow" strike this morning, but the distribution workers of the new plant still remained to maintain the distribution of electricity.

The 4th District Waterworks & Electricity Trade Workers Union entertained local newspapermen and made a report on the circumstances attending the strike.

Mr. Jones of the S.M.C. gave a reply to workers to the effect that negotiations had been opened with the Shanghai Power Company, but owing to the latter's firm attitude, no result had been arrived at.

October 2. The Company engaged a large number of white Russians commencing operations from to-day.

The 4th District Waterworks & Electricity Trade Workers Union despatched a letter to the S.M.C. requesting it to uphold justice.

About 100 local labour unions issued a manifesto emphasizing their support of the strikers.

October 3. The strikers detailed Kyi Wen-fu, Chu Hou-sun and 4 others to submit an appeal to the Municipality of Greater Shanghai requesting assistance.

The Company notified the strikers to receive their pay at the Badge Room in Yangtsepoo. Up to 5.30 p.m. none of the strikers called for the wages.

The local Tangpu and the Social Bureau detailed officials Tai Yu-hang and Chu King-tao to call at the General Office to interview Mr. Heald, Assistant General Manager, and to proceed with mediations, but without result.

The Company despatched officials to request the wire-cutting workers to resume work, which proposal was accepted by the Union in consideration of the public welfare.

October 4. In view of the serious situation, we held an emergency meeting and despatched a telegram to the People's Movement Committee of the Central Kuomintang Headquarters requesting it to detail officials to Shanghai to control the situation.

The entire body of foremen of the two plants resolved to join the "go-slow" strike and the staff members were also reported to have the intention of joining the movement.

October 5. We instructed the 4th District Waterworks & Electricity Trade Workers Union to order the distribution workers to maintain supply and not to participate in the movement unless they were compelled to do so.

The Company adopted an obstinate attitude and emphasised their intention to reject all proposals.

October 6. On the morning, Chu Hsueh-yan, Chow Hsueh-hsiang and Shao Hsu-hah, committee members of our

Union, called on Mr. O.K. Yue, Chief Secretary of the Municipality of Greater Shanghai, and discussed with him measures to cope with the situation.

The Company attempted to engage the workers of the Anderson Meyer Company to replace the strikers. The attempt was futile.

October 7. Apart from submitting a petition to the local Tangpu and other political organs to immediately bring about an early settlement of the dispute, we notified all labour unions to do their utmost to give financial assistance.

October 8. The entire body of Chinese staff members joined the strike this morning and a joint manifesto was issued by the Staff Members Mutual Benefit Society and the 4th District Waterworks & Electricity Trade Workers Union.

We gave a entertainment in the evening to various leaders of public bodies at the Dah Si Yang Restaurant at which a report on the circumstances surrounding the strike was made.

October 9. The various local bodies became indignant because the management rejected the offers of mediation. Letters from the Chinese Ratepayers Association in the International Settlement and the 17th District Citizens Federation were sent to the S.M.C. requesting it to immediately devise ways and means to bring about a settlement of the dispute.

October 11. The entire body of Chinese staff members held a general meeting in the premises of the Youths Propaganda Group Society at Small West Gate, Nantao, at which it was resolved to form a "Go-slow" Strike Committee.

An English statement was published by the

Company, in which cunning refutations regarding the cause of and the responsibility for the present trouble were made.

The Zangchow Fellow Provincials Association, the Kiangsu Fellow Provincials Associ tion, etc. despatched letters to the S.M.C. and the Shanghai Power Company urging them to immediately settle the dispute, otherwise the Company would be to blame for any incidents.

October 12. The People's Movement Committee of the Central Kuomintang Headquarters despatched a telegram to the Municipality of Greater Shanghai and the local Tangpu instructing them to immediately offer proposals.

More Chinese staff members were reported to have joined the strike.

The Chekiang Fellow Provincials Association and various local shop-owners associations sent letters to the S.M.C. stressing their opinions re the present trouble.

October 13. The various local fellow provincials associations yesterday evening held a joint meeting at which measures to support the strikers of the Shanghai Power Company were discussed. The Ningpo Fellow Provincials Association sent a letter to the members of the S.M.C. expressing anger over the disregard of the rights of the public, and urging them to immediately draw up measures to control the trouble.

October 14. In refuting the open letters published in the advertisement columns of various local newspapers by the Shanghai Power Company to mislead the public, a letter addressed to the public bodies was jointly signed and issued by the entire body of workers, numbering about 2,000.

October 15. The "go-slow" strike continued and the labour situation still remained serious.

October 16. The Chinese staff members who had joined the strike resumed work due to threats and inducements by the Company, but none of the workers on strike called at the plant to resume.

October 17. Messrs. Yu Yah-ching and Yuan Lee-tung, Chinese members of the S.M.C., were requested by this Union to mediate.

October 18. This Union despatched a letter to the S.M.C. urging it to settle the labour trouble in the Shanghai Power Company. Local newspapermen were entertained, a report on the strike made and a manifesto issued. The strikers detailed representatives to make appeals to parties concerned.

October 19. The Shanghai Chinese Chamber of Commerce sent a letter to the S.M.C. requesting it to warn and correct the policy adopted by the Shanghai Power Company. The various fellow provincials associations also wrote to the S.M.C. asking for an early settlement of the trouble.

October 20. The Ministry of Industry detailed Mr. Pao Hue-hwa, Chief of the 4th Section of the Labour Department, to Shanghai to make an investigation into the S.P.C. dispute.

Mr. Bell, Chairman of the S.M.C., offered proposals.

October 22. The various local fellow provincials associations issued a manifesto supporting the S.P.C. strikers. Letters to console the strikers and to the Chinese members of the Council to offer proposals were despatched.